New Congress Speeds Job Measures

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Calls For Investment In Future

By David L. Perlman

The new 95th Congress is sending out clear signals of its readiness to move ahead with job-creating legislation in partnership with the incoming Carter Administration.

A bill supported by the House leadership to pump an additional $4 billion into accelerated public works funding as a first step towards economic recovery gathered nearly 200 co-sponsors in the first three days of the session. And a group of 41 House members issued an opening day statement calling for a large-scale economic stimulus program aimed at achieving full employment goals within four years.

President Ford, who will leave office Jan. 20, sent to Congress a trickle-down tax cut proposal coupled with a call to hold down government spending. His message, a reiteration of the policies of the outgoing Administration, was virtually ignored on Capitol Hill.

Ford also proposed an increase in the social security payroll tax rate that would more than offset any income tax reduction for most workers.

Meanwhile, with considerable shuttling back and forth between Washington, D.C., and Plains, Ga. the legislative program of the new Administration is being shaped and priorities established.

Most members of the 95th Congress were not in office eight years ago, when a Democratic president was last in the White House. Especially in recent years, legislation has been shaped under the confrontation pressures of presidential vetoes, veto threats and votes to override vetoes. The proposed $4 billion addition to public works funds that are now exhausted or committed would in effect bring the funding up to the level of a bill Ford vetoed a year ago.

Two forthcoming procedural battles in the Senate could have substantial effect on the legislative record of the 95th Congress.

The new Senate majority leader, Robert C. Byrd of West Virginia, has proposed a rules change designed to close a loophole in the present procedure for cutting off a filibuster.

It would leave intact the basic

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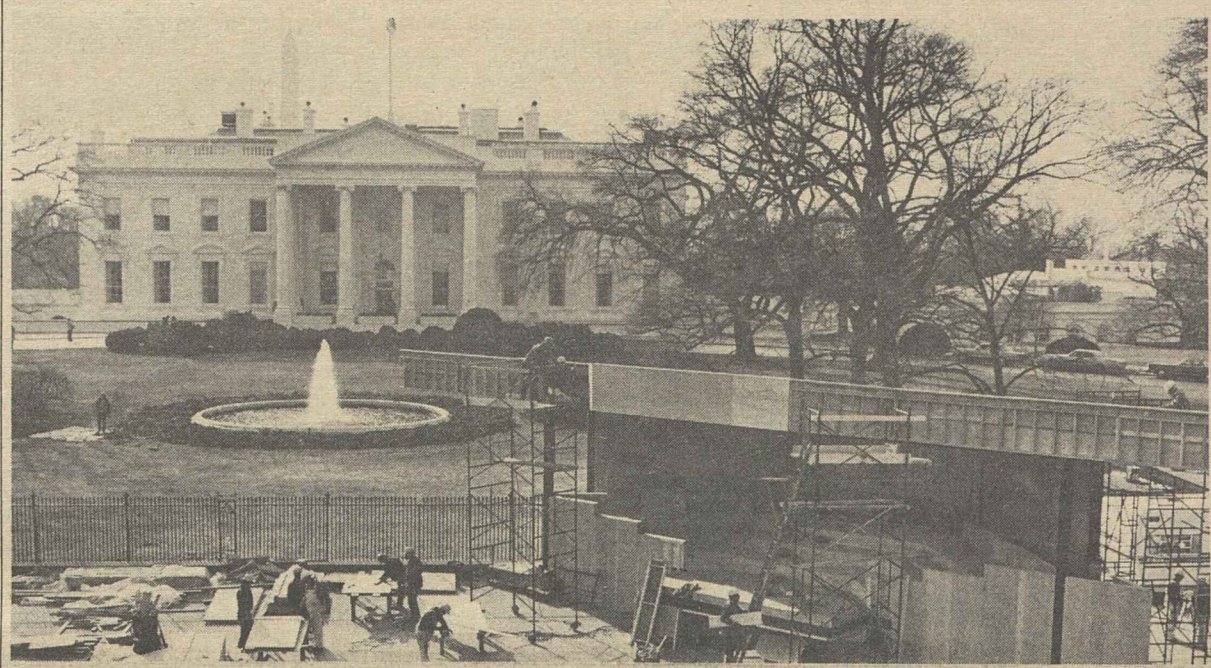
Meany Asks Quick Action To Bolster U.S. Economy



MEMBERS OF THE CARPENTERS construct a reviewing stand in front of the White House for President-elect Jimmy Carter's inaugural parade. Members of other unions—including transportation, services, hotel and restaurant, theatrical and building trades—are also involved in preparations for the Jan. 20 inaugural celebration.

$4 Billion Works Bill Proposed

America's workers look to Congress and the Carter Administration for "prompt and effective action" to stimulate the economy and bring down unemployment, AFL-CIO President Meany said.

Meany's New Year's statement called for investment in the future of America, through such job-creating measures as public works, housing, public service jobs and training for unemployed youth.

"For eight years, American workers have been the scapegoats of economic game plans designed to increase unemployment to cool inflation." But "despite three recessions in eight years," Meany said, the strategy "didn't work" and the inflation rate is higher than it was in 1969.

The labor movement "expects" that there will be quick action to reduce unemployment. But "many other steps must be taken to solve the nation's multitude of problems," Meany added.

He termed national health security "an absolute must" because "health care costs are so outlandishly high that millions just can't afford to be ill."

The construction industry remains "in a catastrophic depression" while "millions can't afford a decent home."

Meany suggested that "reducing interest costs would provide both homes and jobs, not only on the job sites but in all the industries providing material to build and equip homes."

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Parting Shot:

Safety Cost Studies Continued by Ford

By James M. Shevis

President Ford, who has long opposed strict health and safety regulations in industry, got in a parting shot at the nation's workers by extending a controversial Executive Order requiring federal agencies to issue inflation impact statements for proposed standards of the Occupational Safety & Health Administration.

The order, which would have expired Dec. 31, 1976, has been sharply criticized by organized labor as a major factor in delaying adequate job safety and health standards. In a letter last fall to Labor Sec. W. J. Usery, Jr., AFL-CIO President George Meany charged "it has resulted not only in insufferable delays, but perverted the purposes of the Occupational Safety & Health Act to that of a protective operation to shield employers from its legitimate consequences."

Since the Executive Order took effect in November 1974, only two health standards have been issued by OSHA—one governing worker exposure to coke oven emissions and another applying to cotton dust exposure.

The Oil, Chemical & Atomic Workers challenged the legality of the inflation impact statement requirement in a suit charging that the original health and safety act does not spell out the need for such statements and that they run counter to the meaning of the legislation.

Subsequently, the AFL-CIO and its Industrial Union Dept. jointly filed a similar suit. A decision on both suits is pending in U.S. District Court in Washington.

Ford's extension order, issued during the President's vacation in

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Union Shop Test Won at Coors Plant

Golden, Colo.—A directly affiliated local union of the AFL-CIO here has won a significant victory over the Adolph Coors brewery firm in the area of union security.

DALU 366, confronted by Coors management with a 33-year-old state law requiring that 75 percent of a union's members must indicate they want a union-security clause in their contract before negotiations on it may begin, turned in a 92 percent vote favoring such a provision.

The union, currently negotiating

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Agencies Back Policy on Right To Join Unions

A statement of principle recommending that its member agencies recognize the right of their workers to join unions has been adopted by the board of directors of the National Assembly of National Voluntary Health & Social Welfare Organizations, Director Leo Perlis of the AFL-CIO Dept. of Community Services reported.

Perlis, a member of the board's committee on labor relations in health and social welfare agencies which proposed the recommendation, said the statement of principle was adopted unanimously at a December board meeting. The assembly's 37 member agencies include organizations such as the United Way, YMCA, YWCA, Salvation Army, National Urban League,

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$33 Billion Increase in Health Costs Fails to Remedy Gaps in Service

Health care spending over the past two years has increased by $33 billion, or 31 percent, the Health, Education & Welfare Dept. reported.

But despite the sharp increase, "many U.S. citizens cannot get health care when they need it," Bert Seidman, director of the AFL-CIO Dept. of Social Security, charged.

HEW's estimates cover personal health care, such as hospital care and physicians' services, as well as public health programs, research, and facilities construction. The government study showed that health expenditures as a portion of gross national product grew from 7.8 percent in 1974 to 8.4 percent in 1975 and to 8.6 percent in 1976.

In contrast, Seidman noted, Canadians have a national health insurance program covering the entire population without any deductibles that required them to spend only 7.2 percent of their GNP on health last year.

Seidman observed that last year's health care expenditures of $139.3 billion meant an outlay of $638 for every man, woman, and child in the country, or about $2,550 for an average family of four.

"There is only one answer to the unrelenting escalation of medical costs — a universal comprehensive system of national health insurance with effective cost and quality controls and appropriate incentives for efficient organization and delivery of health care," he said.

Seidman said that the Health Security Act supported by the AFL-CIO would achieve those objectives, and urged President-elect Carter to recommend early congressional enactment of legislation containing the basic principles of Health Security.

In a network radio interview, Labor News Conference, Seidman said that although the AFL-CIO

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Study Shows Job Creation Major Need

It would take an estimated 7.4 million new jobs to lower the nation's unemployment rate to 6 percent by 1980, a new Commerce Dept. study reports.

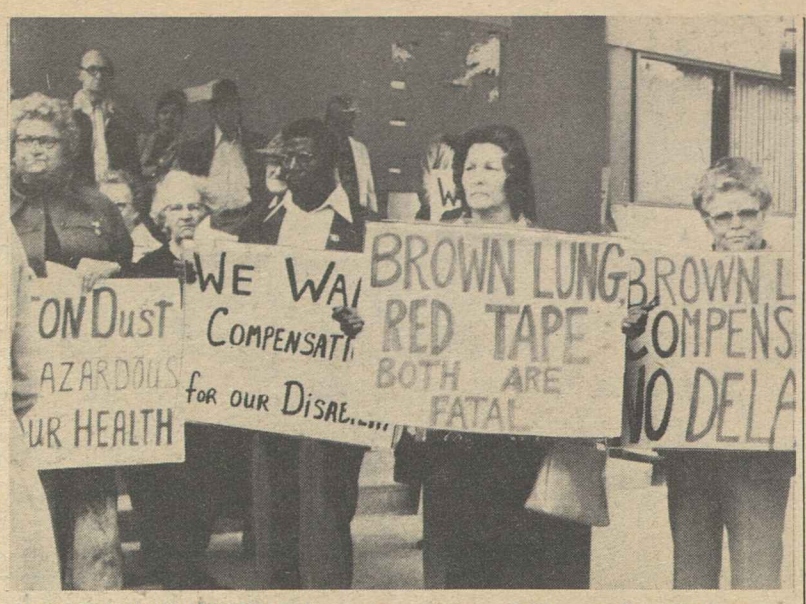
A decline to 5 percent unemployment by the end of the decade would require the creation of 9.5 million additional jobs, and a cut in joblessness to 4 percent would require 11.4 million new jobs, the study observes.

Prepared for the government by the Institute for Demographic & Economic Studies, the study includes projections of employment changes required in each state to bring all states to the same jobless levels. Projections are made for jobless rates of 4 percent, 5 percent, and 6 percent.

The projected expansions allow for both new entrants and re-entrants to the labor force and for absorption of unemployed workers. The data used in the projections are state and local employment statistics for May 1976 and state population projections for 1980.

The number of new jobs required to cut joblessness to 6 percent by 1980 ranges from 2,000 in Wyoming to 1.2 million in California. Some 738,000 new jobs would be needed in New York over the next four years. Florida would have to create 782,000 jobs, and Michigan 503,000.

A decline in unemployment to 4 percent by 1980 would require proportionately more jobs — about 1.6 million in California, 1.1 million in New York, and 950,000 in Florida.



TEXTILE WORKERS, long the victims of "brown lung" disease, demand stiff federal standards to reduce cotton dust on the job.

Court Ruling Threat To Safety Inspection

The Labor Dept. is seeking an immediate appeal to the Supreme Court to overturn a federal court order barring government job safety inspectors from entering a workplace without a search warrant.

The ruling by a three-judge U.S. District Court panel in Idaho threatens to undermine a key section of the Occupational Safety & Health Act that allows federal compliance officers to inspect working areas without advance notice to employers.

The decision was issued in a suit against the Labor Dept. initiated by an electrical, plumbing, heating and air conditioning firm in Pocatello, Idaho, Barlow's, Inc.

The judicial panel ruled that inspection of workplaces without a warrant violates the Fourth Amendment to the Constitution.

The judges further ruled that Occupational Safety & Health Administration inspectors are "forever and permanently restrained and enjoined" from attempting to conduct inspections on Barlow's premises.

The case grew out of a refusal by the firm's owner, Ferrol G. Barlow, to permit an OSHA inspector to enter the working area of his plant in September 1975. OSHA subsequently obtained a court order compelling Barlow to open this facility to an inspection.

But even after the order was presented to Barlow, he refused to allow the inspection, and brought a constitutional challenge before a three-judge court.

The judges conceded in their opinion that congressional investigations have made "a persuasive case for 'need' in the health and safety fields."

The judges said they were not questioning the intent of Congress in enacting the safety law, but only "the alleged affront to the Fourth Amendment."

The panel also rejected the Labor Dept.'s contention that the court lacks jurisdiction until Barlow exhausts administrative proceeding before the Occupational Safety & Health Review Commission.

As a result of the ruling, Assistant Labor Sec. for OSHA Morton Corn said that his agency is no longer conducting inspections in Idaho.

Corn said he was "deeply concerned" about the implications of the decision.

"Under our present system of scheduled inspections," Corn said, "we visit establishments that can be expected to have significant numbers of hazards to employee safety and health."

But, he said, "it is difficult to imagine any administrative system directed at preventive measures that could anticipate with any greater degree of accuracy the hazards we might encounter in any given workplace."

The ruling was hailed by opponents of effective job safety and health protection for workers.

Rep. George Hansen (R-Idaho), who heads a national "Stop OSHA" campaign for the American Conservative Union, termed the decision "a great New Year's present to the businessmen and farmers."

Several other Fourth Amendment challenges to the OSHA law are pending in federal appeals courts. And the Supreme Court has before it challenges to the law's civil penalty enforcement procedures which provide for the imposition of fines for safety violations without jury trials involving Seventh Amendment rights.

Alex Rose Dies at 78, President of Hatters

New York—Alex Rose, president of the Hatters and an influential figure in New York state and city politics, died at 78 after a year of ill health and a lifetime of accomplishments.

AFL-CIO President George Meany and Sec.-Treas. Lane Kirkland, in a joint tribute, termed Rose a staunch battler "for human decency and justice and for the welfare of working men and women everywhere."

Rose, an immigrant from Poland at the age of 15, started work as a $6-a-week sewing machine operator in a New York millinery shop. He served in World War I as a volunteer in the British-formed Jewish Legion in the Middle East, and then returned to his trade and his union. By 1927, he was an international vice president of the Hatters successfully fighting to keep the union free of Communist and racketeer attempts to gain influence. In 1950, he was elected president—at a time when changing styles and cheap-wage imports were already starting to decimate the industry.

The union's new president, named by the executive board to fill out a term that runs until the next convention in November, is Nicholas Gyory, who has been secretary-treasurer. Gyory was shop chairman at the Brooklyn plant of the Hat Corp. of America during an 11-month strike in 1953. His place as secretary-treasurer will be filled by Gerald R. Coleman, an economist and member of the New York City Planning Commission, who has been executive secretary and vice president of the union.

ALEX ROSE

Rose wore another hat as well—as leader and chief strategist of the state's Liberal Party, which has often held the balance of power in city and state elections. It has sometimes endorsed Democrats, sometimes backed Republicans and other times run its own candidates against both major parties.

A front-page obituary of Rose in the New York Times spoke of him as "a man who performed major and minor political miracles."

His last public appearance was at a Liberal Party campaign dinner with Jimmy Carter seated at his side. And only his illness prevented him from going to Albany last month to cast an electoral vote for Carter as one of a joint slate of Democratic and Liberal Party presidential electors.

In the trade union arena, his battle in recent years has been to slow the erosion of an industry badly hurt both by imports and a decline in sales.

OSHA Proposal:

Cotton Dust Limits Scored as Ineffective

A proposal to gradually reduce worker exposure to disabling cotton dust adds up to further foot-dragging by the Labor Dept., the Clothing & Textile Workers charged.

The Occupational Safety & Health Administration proposal calls for lowering the federal exposure level from the present 1,000 micrograms of cotton dust per cubic meter of air to 200 micrograms over a seven-year period. Until that level is reached, workers would have to wear respirators on the job.

Sol Stetin, senior executive vice president of ACTWU and head of the union's textile division, said the proposal demonstrates OSHA's continued failure to protect the health of the nation's half-million textile workers.

He termed it "a continuation of a policy of heartless neglect of worker health and shameful subservience to a powerful industry which has resulted in postponing needed tightening of the cotton dust standard for the past four years."

Exposure to cotton dust has long been recognized as the cause of "brown lung" or byssinosis, a chronic respiratory disease that is often seriously disabling. Byssinosis also has been linked to other diseases, including chronic bronchitis and emphysema.

OSHA's timetable for the proposed standard would require workplace engineering controls to reduce exposure to no more than 500 micrograms 90 days after the new rule goes into effect; to 350 micrograms within four years, and to 200 micrograms within seven years.

Respirators and work practices to supplement the engineering controls would have to be used immediately to reach the 200 microgram level, OSHA said.

All exposure limits would be measured in terms of an eight-hour time-weighted average. And the standard would cover about 800,000 workers in industries covered by the federal job safety law, including textiles, general industry, construction, maritime and parts of agriculture.

Stetin said that the "belated publication of the proposed OSHA regulation" is the result of a federal lawsuit the union initiated in January 1975 to compel the Secretary of Labor to implement a new standard.

In that suit, the union called for the standard to be set at 100 micrograms, which it considers to be the lowest feasible limit.

The union cited studies showing byssinosis a threat even at the 200 microgram level.

In 1974, the National Institute of Occupational Safety & Health had recommended to OSHA that the cotton dust exposure limit be reduced "to the lowest feasible level, but in no case as high as 200 micrograms." OSHA said the proposed standard was developed "in part" on the NIOSH recommendation.

Stetin expressed particular concern over the seven-year delay in lowering the limit by engineering controls to the 200 microgram limit, meanwhile requiring workers to use respirators.

"OSHA admits that respirators are 'generally the least satisfactory means' of employee protection," Stetin noted. "Respirators cannot be relied on to protect workers except on a limited, short-term basis.

"The OSHA proposal would require workers to wear respirators eight hours a day, every working day for a period of seven years," he said. "This is an intolerable burden and contrary to the intent of the law, which obligates the employer to provide a safe workplace."

OSHA will begin public hearings on the proposed standard Apr. 5. Based on past OSHA performance, it is unlikely a final standard will be promulgated within a year.

Job Safety Provisions In Most Major Pacts

Nine of every 10 major collective bargaining agreements—those covering 1,000 workers or more—include on-the-job safety and health provisions, the Bureau of Labor Statistics reports.

About one-third of the agreements provide for worker-represented safety committees. About 22 percent of the contracts call for safety inspections, one-third for company-paid physical examinations and nearly half for safety equipment, BLS said.

Aluminum Firms Urged To Act on Cancer Risk

Pittsburgh—The Steelworkers called on the aluminum industry to quickly develop programs that could reduce the rate of lung cancer among aluminum workers.

The USWA made the request after the Aluminum Association released preliminary findings of a study showing that aluminum workers run a higher than normal risk of developing lung cancer. The study covered a period from 1946 to 1973 and covered about 23,000 workers employed at least five years in aluminum smelters.

Although this is a preliminary report, the USWA said, "sufficient information is now available to warrant stepped-up environmental and medical monitoring" in selected areas of aluminum plant operations.

Physical examinations with the use of latest techniques for early detection of cancer should be initiated and should be monitored by the union, the USWA said. It noted that the cancer risks are highest among aluminum workers in potrooms, paste and carbon rooms and cast houses.

"In-depth medical surveillance of these workers could provide early information on the effectiveness of various engineering controls that have been implemented or will be implemented in the future," the union said.

The preliminary findings of the study were reviewed at a meeting of industry and union representatives and investigators for the National Institute for Occupational Safety & Health. A final report on the study is set for next March.

The USWA said the final report will be reviewed by union staff representatives and local union officers to determine future policy and action.

Trade Commission Unanimous:

Shoe Imports Found Harmful To U.S. Industry, Workers

For the second time in less than a year, the U.S. International Trade Commission unanimously found that foreign imports are seriously injuring American shoe workers and producers.

The 6-0 vote was hailed by union and employer leaders of the shoe industry as "an important step in the right direction." A decision is now pending on what kind of relief—quotas, tariffs or a combination of both—the commission should recommend to the President. Either President Ford or President-elect Carter will have 60 days in which to act on the ITC's recommendations.

The AFL-CIO urged the ITC to take "realistic action" by regulating shoe imports that have taken a heavy toll in American jobs during the past decade.

Last April, Ford had rejected recommendations proposed by most of the ITC members to control shoe imports. Three of the six commissioners called for higher import tariffs and two others urged a tariff rate-quota system. Only one commissioner called for nothing more than a continuation of trade adjustment assistance—the course taken by Ford.

Since Ford's last rejection of the majority recommendation of the ITC, the Trade Act has been amended by a rider to the 1975 Tax Reform Act. The amendment provides that if the President rejects the recommendation of at least three commissioners, Congress can override his decision.

In a letter to the ITC, AFL-CIO Research Director Rudy Oswald stressed that "realistic action involves regulation of imports, not the granting of adjustment assistance alone."

Oswald pointed out that adjustment assistance, which is available under the 1974 Trade Act for workers who have been displaced by imports, has not protected the 70,000 jobs wiped out in the domestic shoe industry during the past decade.

"Only the establishment of quotas on imports of shoes will save the jobs of thousands of Americans in the shoe industry," as well as the many others in related industries, the letter stated.

The federation also submitted a list of 50 American communities that have lost a total of 10,000 shoe worker jobs in the 12-month period up to last April.

A supplemental list presented to the ITC shows that since April 1976 there were 80 new applications made for trade adjustment assistance covering an additional 12,000 shoe workers who have lost jobs to imports.

But shoe manufacturing is one industry where there is ample proof that neither adjustment nor assistance has solved the injury caused to communities, workers or employers, Oswald noted.

"In many of the small communities where shoe factories existed, there is no alternative employment," the letter observed. "Nor are there such alternatives in New York City with its high unemployment rate."

Despite the problems, Oswald said, there is a longstanding failure of the U.S. government to pay attention to the needs of its people in the shoe industry.

He charged that the Council on Wage & Price Stability showed a complete lack of knowledge about the failure of adjustment assistance in recent testimony before the ITC, which last month reopened an investigation into the impact of shoe imports.

The council's advice on the "inflation" impact in regulating shoe imports is based on unrealistic and theoretical assumptions, Oswald said.

Shoe workers are not theoretical, nor is unemployment, he stressed. American consumers are taxpayers and jobholders, as well as job-seekers and wage earners.

"We think American shoe workers should have the right to be consumers too, though evidently the council does not," Oswald observed.

"This nation," the letter to the ITC stressed, "has a right to produce shoes and to employ its workers. We believe this government has a responsibility to the people in this country who work for a living."

The United Shoe Workers and the Boot & Shoe Workers have joined with industry representatives in petitioning the Trade Commission to set an annual import limitation based on the average of imports for the years 1973-75.

The union-industry coalition is also seeking separate quotas for non-rubber shoe imports from Taiwan, Korea, Spain, Brazil, the nine European Economic Community countries, and all other countries as a group.

Federal Agency Scored On Train Marker Rule

Rail unions have charged the federal agency responsible for railroad safety with being either "utterly incompetent" or "complete lackeys of management" in a dispute over safety devices on freight trains.

Jim Snyder, safety chairman of the Railway Labor Executives' Association, representing 20 rail unions, blasted the Federal Railroad Administration for failure to propose an effective regulation to provide safe rear-end markings on freight trains.

Snyder, who also is legislative director of the United Transportation Union, said the unions are "shocked at the total lack of safety consciousness of FRA" on this issue.

The RLEA statement noted that when rail safety legislation was before the last Congress, FRA spokesmen told the rail unions that "safe and effective rear-end markings would be forthcoming by regulation." Only then, Snyder said, did the unions agree not to press for specific legislation to require lighted markers that are highly visible on freight trains.

"I suppose we learned our lesson the hard way," Snyder said. He charged that the Federal Railroad Administration acknowledged that Congress wanted "to provide train crews with a means by which to determine the presence of another train on the same track," but FRA "has done absolutely nothing" to comply with the congressional intent.

Snyder said "it is shocking" that FRA would not require adequate lights on the rear of freight trains even though they run on the same tracks and are subject to the same hazards as passenger trains. He said the FRA proposal is for "reflective material" that can be seen one mile on tangent (straight) track with an unobstructed view on a clear weather day.

"We doubt seriously," Snyder said, "that any marking is needed to see something one mile on a tangent track with an unobstructed view on a clear weather day." The law, said the RLEA, "is aimed at problems that arise during weather conditions that restrict clear visibility." The statement also noted that "tracks have curves and hills, but nothing in the rule deals with such hazards." The rule also does not make any provision for intensity specifications" for either lights or reflective materials to be used.

The RLEA is in favor of the use of stroboscopic lights in emergency situations to alert the crew on a following train. "Strobe" lights are visible around curves and reflect off of tracks, trees and houses.

Pamphlet Explores Compensation Laws

The provisions of state workers' compensation and unemployment compensation laws as of Jan. 1, 1977, are summarized in a new AFL-CIO publication.

The publication's four pages cover in extensive tables the detailed provisions of all state laws including benefit amounts, duration of benefits and other significant areas.

Workers' Compensation and Unemployment Insurance Under State Laws, Publication No. 36T, is available from the AFL-CIO Pamphlet Division. Single copies are free; up to 100 copies the charge is 3 cents per copy; over 100 the cost is $2 per hundred.

Philip Hart Mourned as Great Senator

Sen. Philip A. Hart, who died Dec. 26 at the age of 64 in Washington, "was, by every measure, one of the great senators in the history of the United States," AFL-CIO President George Meany declared.

In a telegram to Hart's widow, Meany said that organized labor mourned with her and her eight children the loss of "an inspiring leader and a faithful ally in the fight for human justice.

"Certainly there can be no higher standard of compassion, leadership, and integrity in public service than the standard set by Phil Hart," Meany said.

Hart, a Michigan Democrat who served 18 years in the Senate, was an early leader in the civil rights and consumer movements. He did not seek re-election in 1976 because he was suffering from cancer.

DEMOCRATIC HERITAGE Award of the American Jewish Committee is accepted by President I. W. Abel, right, of the Steelworkers in New York. He was congratulated by Peter J. Strauss, left, president of the committee's New York chapter, and President Bayard Rustin of the A. Philip Randolph Institute.

Volunteer Agencies Set Policy on Union Rights

(Continued from Page 1)

Boy Scouts, Girl Scouts, and the Red Cross. The AFL-CIO is also a member.

"Most agencies, I think, will respond affirmatively to our request to adopt policies confirming the right of their employees to join unions of their own choosing and to bargain in good faith," Perlis said.

The board also approved recommendations that the agencies train their personnel in dealing with unions and bargaining problems and procedures in a "positive and friendly manner," and "to make arrangements for national intervention, when necessary, for the prevention of impending conflict."

Perlis noted that the board's recommendations were in line with a statement adopted by the AFL-CIO Executive Council almost nine years ago. The statement of principle represents the culmination of a discussion on union organizing efforts among social service agencies that began after non-profit, charitable organizations were included within the provisions of the National Labor Relations Act in 1974.

A number of AFL-CIO affiliates have organized or sought to organize employees of social service agencies, Perlis noted. And while the Dept. of Community Services has not participated in these activities, Perlis said, "we have made it clear that human care organizations have a responsibility to respect the right of their employees to join unions of their own choosing and to bargain with them in good faith.

"We have made it clear also that union organization and collective bargaining make as much —if not more—sense for non-profit agencies as for profit-making corporations."

The assembly's board appointed the labor relations committee last May after it was proposed by Perlis. The committee's purpose was to develop guidelines for member agencies in responding to union organizing efforts. The six-member panel was chaired by Sara-Alyce Wright, executive director of the YWCA's national board.

In its recommendation for training programs on collective bargaining, the committee approved a plan for a two-day labor-management seminar for appropriate national staff and board members of member agencies.

The seminar, to be held later this year, will focus on two distinct roles of national agencies, the committee said, "namely, the agency as employer and the agency as consultant to local affiliates on matters of management-labor relations.

Union Shop Test Won at Coors Plant

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a new contract with Coors, got out 1,452 of its 1,473 eligible voters to vote on whether to retain the union shop clause that has been part of its contracts since 1957. In the Dec. 20-22 balloting, 1,361 members voted for the provision, as against 90 who opposed it.

As a result, Coors is no longer challenging the union-shop clause, and contract negotiations are continuing. The local's old agreement expired on Dec. 31, 1976.

For more than 30 years, the Colorado Peace Act, which spells out the voting requirement on union security contract clauses, was interpreted by unions and employers alike to have no bearing on intrastate companies and unions. Last June, however, the Colorado Supreme Court upheld its applicability to collective bargaining within the state. That ruling is being appealed to the U.S. Supreme Court.

Workers at the Coors plant are the first at a major Colorado company to satisfy the act's requirements regarding union security since the state court's decision. Employees of some smaller firms were unable to meet the 75 percent requirement.

DALU 366 countered Coors's direct-mail campaign to persuade workers to vote down the union-shop clause with a spirited effort of its own. The union called meetings of shop stewards to educate them on the act's provisions, which are similar to those of so-called right-to-work laws, and they in turn instructed other union members.

Local 366 President James Silverthorn and Business Agent Kenneth DeBey were assisted by AFL-CIO Field Representatives Jay D. Patrick and David Sickler in conducting the campaign.

Investing in America

AMERICA MUST HAVE FAITH in itself and its people; it must invest in the future. That means stimulating the economy with job-creating programs—public works, housing, public service jobs and training for unemployed youth.

The economic results are obvious. People are put back to work. Their consumer spending power creates additional jobs in the private sector, thus increasing government revenue and cutting government costs for welfare and unemployment compensation.

Throughout the last election campaign, President-elect Carter and an overwhelming majority in the new Congress clearly demonstrated their understanding that full employment and full production are essential to the balanced economy the nation so desperately needs.

So, the American labor movement expects there will be prompt and effective action that will slash unemployment and improve the economic climate. But it recognizes that many other steps must be taken to solve the nation's multitude of problems.

Health care costs are so outlandishly high that millions just can't afford to be ill. National health security is an absolute must.

Millions can't afford a decent home and the construction industry is in a catastrophic depression. Reducing interest costs would provide both homes and jobs, not only on the job sites but in all the industries providing material to build and equip homes.

The nation's cities and states are near bankruptcy and their citizens are denied essential services, like police and fire protection, and the children of the cities are denied their right to a good education. There must be effective, immediate federal assistance to the states and cities.

MILLIONS OF WORKERS earn so little on a full-time job that they are forced to seek welfare supplements. The nation must have a minimum wage that will put these families above the poverty level.

The tax system is basically unjust, with an unfair share of the tax burden heaped on the shoulders of those who work while the corporations and the wealthy pay little or nothing. We must have tax justice based on the sound principle of ability-to-pay. In addition, the tax incentives to American banks and corporations to export American jobs to other lands must be eliminated.

The nation's basic labor law, now 30 years old, is in need of major overhauling. Included in such a revision should be repeal of Section 14(b); extension of coverage to all workers not now protected; elimination of the unequal treatment of workers in the construction industry; elimination of built-in delays which deny justice to workers; and the provision of effective remedies against employer violations.

There are many other problems that must be faced—laws that are inadequately enforced, like OSHA; laws that are complicated by the intervention of too many conflicting governmental agencies, like pension reform; laws that drastically need revision and modernization, like the unemployment and workers' compensation acts; and laws on which action has almost been completed by the Congress, like consumer protection.

The New Year can be, and we are convinced must be, one of solid accomplishment in all of these areas. That is our goal. And we intend to do everything we can to achieve it.

—From AFL-CIO President George Meany's New Year's statement.

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American Federation of Labor and Congress of Industrial Organizations
GEORGE MEANY, *President*
LANE KIRKLAND, *Secretary-Treasurer*

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Let's Go!

Impact on Food Supplies:

Price Rises by Oil Producers Hurt Developing Nations Most

By Gus Tyler

THE REAL VICTIMS of the oil price rise are not the United States, despite the discomforts of soaring costs for gas, nor even Europe and Japan, despite the heavy burdens imposed on their economies, but the nations of the Third World who are not oil-rich. For these latter, the higher cost of petroleum means outright starvation.

It is now clear that unless the badly malnourished nations of the world increase their capacity for food production, they will be destroyed by hunger. In 1970, these nations had a population of 440 million. By 1980, the numbers will be greater and the hunger will be greater: population is growing and the rate of increase in food production has been slowing down.

The OPEC decision to raise petroleum prices hits these countries in many ways.

First, these indigent nations will have to pay more for fertilizers that are derived from oil or oil by-products. With their limited funds, they will have to cut back on their purchase of fertilizers and, consequently, on their production of food.

Second, these same poor countries count on oil for a source of energy to run whatever manufacturing facilities they have. The sale of these factory products provides the limited foreign exchange that these countries count on to buy food products in the world market. As their manufacture falters because of the oil shortage, their capacity to buy food fails.

Third, the oil-rich countries are using their huge incomes to buy foods on the world market. Their purchases are forcing up the prices and are cutting into the food supplies of their poor neighbors.

The North African and Mideast countries of OPEC, for instance, have a population growth of more than 3 percent a year. But in the last seven years, their rate of cereal production has been going down.

They are not bothering to use their potential to grow things either for domestic or world consumption. Instead, they are using their oil money to buy food—at the expense of their hungry cousins of the Third World.

Under present trends, by 1985 the cereal deficit in countries like India, Bangladesh, Indonesia, Nigeria and the Sub-Sahara will run to about 200 million tons. Even if the great grain exporters of Canada and the United States wanted to help, they couldn't.

"Such a large transfer of food, largely from developed countries, could well be unmanageable physically or financially," notes a February 1976 report of the International Food Policy Research Institute.

While there are some Americans who derive a masochistic delight from OPEC price rises, seeing in these moves the avenging advance of the poor Third World against the rich West, the truth of the matter is that the oil-rich sheiks and shahs are not really the "Third World" and that their greed for money and power is literally starving most of the Third World peoples to death.

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Steel Local Plays Santa to Hospital

Danville, Ill.—At the Veterans Administration hospital here, Steelworkers Local 1478 is as welcome as Santa Claus. Every year since 1948 the local has given the hospital a Christmas contribution of what it needs most—money.

This past Christmas, the 900-member local presented the hospital a $1,600 check, bringing the Steelworkers' total contribution over the years to $73,243.

Andrew Soltis, Local 1478's recording secretary, said the union raises the money each year by sponsoring a Thanksgiving turkey raffle. The money will be used this year to pay for cable television for the patients.

"It's a tremendous offering," Wes Sell, assistant to the hospital's director, said. "What makes it unique is that it has gone on with such consistency for 28 years." Local 1478 members are employed at the American Can Co. in Chicago.

How to Buy:

Families Face Another Year Of Persistent Price Inflation

By Sidney Margolius

WHAT CAN YOU EXPECT in living costs and conditions for 1977? We figure you had better prepare for another year of persistent inflation, although not as severe as in 1973-74.

A year ago we forecast that living costs would rise 5 to 6 percent in 1976. The actual increase in the 12 months ending in October was 5.3 percent.

For 1977 we estimate that living costs will rise on average another 5-6 percent. While not as sharp as the recent double-digit inflation, a persistent 6 percent inflation can do serious damage to both young families and older workers looking forward to retirement.

For example, the average worker with three dependents by October 1975, had spendable weekly earnings (after taxes) of $151.85. In terms of 1967 buying power, this was worth $92.25 in real wages.

This loss was serious enough compared with the average $96.64 in buying power in 1972 before the inflation gathered strength. But this year real wages have dropped again. Despite an increase to $159.22 in current spendable earnings, that average after-tax pay now is worth only $91.88 in 1967 dollars.

A persistent 6 percent is equally severe on older people. Take a moderate retirement budget for a couple recently estimated to cost about $7,000 on a national average. At a 6 percent rate, in five years that same modest standard will cost $9,400; in 10 years, $12,500.

Actually the persistent and sizable inflation has resulted in a massive transfer of money from consumers and wage-earners to corporate profits. A Wall Street Journal survey found corporate earnings by mid-1976 running 33 percent ahead of the year before with some large companies such as General Motors reporting record earnings, and many oil companies reporting additional increases of 23 to 40 percent on top of 1975 gains.

Knowing what to expect can help you adjust your own buying and money management to defend your family at least to some extent against the inroads of further inflation.

The major cost of living problems you will need to deal with in 1977 are:

- A new wave of inflation in energy costs, with even heating and utility bills, and gasoline costs, especially if the present Administration succeeds in its plan to decontrol gasoline prices before leaving office on Jan. 20.
- High housing costs, with the average new house now at $51,000 and older houses averaging $39,000, thus effectively pricing the many young people born after World War II out of the market for single-family homes.
- A resurgence of higher food prices, especially in the second half of the year as meat prices rise after the recent temporary heavy supplies and lower prices.
- The persistent increase in medical costs; up 9 percent again in 1976 for a total increase of 90 percent in the past 10 years.

How are other families adjusting to inflation? Some revealing shifts in buying habits have taken place.

They're serving smaller portions and controlling kitchen waste. Earlier this year the U.S. Dept. of Agriculture estimated that food consumption per capita was the lowest in seven years.

Mostly consumers have cut down on animal-related foods, especially of meat, but also of poultry, eggs and animal fats. Actually we consumed a little more beef in 1976 but less pork. But this trend will change in 1977 because pork is now cheaper while beef will cost more.

We're eating more cheese and fresh fruits and vegetables and drinking more milk. So the buying shifts, even if cost-induced, seem to be nutritionally beneficial.

Use of sugar and coffee also have been reduced. Coffee had gone up from $1.38 a pound can in 1975, to $2.47 by the end of 1976, and is now over $3 a pound in many supermarkets, with further increases in sight for 1977.

Consumers also are more carefully comparing fresh, canned and frozen versions of the same produce, and often buying directly from farmers.

PEOPLE ALSO ARE USING more of the larger sizes and bulk. While cutting down on coffee, they're not only using more tea but buying tea bags in the 48 and even 100-count boxes.

With home bread baking increasing, stores report more sales of 25-pound bags of flour. Families also are buying more institutional sizes of staples such as gallon cans of vegetable oil, 40-ounce jars of peanut butter, etc., at savings often of 15-20 percent.

In general, with a few exceptions such as frozen pizzas, consumers are doing more of their own cooking. Perhaps most significant is increased buying of ingredients for baked goods—flour, dry yeast, etc. The trend to home baking has reduced purchases not only of fresh baked goods, frozen cakes and packaged cookies, but even of higher-price mixes, trade sources report. Apparently people who usually bought fresh baked goods have turned to mixes, and users of mixes, to baking from scratch.

Other convenience foods such as "hamburger helper" have been affected. There are fewer brands in the stores and less interest in these new ways to pay more for dried noodles and potatoes. But sales of the cheaper convenience foods such as canned beans and soups have remained high.

Even dogs are adjusting; eating more of the cheaper dry foods instead of the gourmet pet foods heavily promoted in recent years on TV.

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Keyed to Carter-Congress Measures:

Greater Drop in Joblessness Seen as Feasible This Year

WITH ACTIVE SUPPORT from Congress, unemployment can be brought down this year by more than the 1.5 percent projected by President-elect Carter, AFL-CIO Research Director Rudy Oswald said.

In the face of an official unemployment rate of 8.1 percent, Oswald said a 1.5 percent reduction appears "too modest" a goal.

The mix of job-creation and economic stimulus that the new Congress and the incoming Administration are aiming for could produce an unemployment rate as low as 6 percent by the end of next year, Oswald said. And, he added, the resulting increased productivity, expanded economy and fuller utilization of manpower and plant capacity would lower the current "unacceptable" 5 percent inflation rate.

Oswald stressed that public service jobs, training programs, public works construction and a solid boost for housing would be a "more direct means of putting people to work than tax cuts" and would have a lower cost impact on the federal budget. Many of those efforts could be rapidly put into motion, he said, citing the huge backlog of public works needs—many of them small projects "that can be started within 60 days after approval." He said that within six weeks after Congress overrode President Ford's veto of a $2 billion public works bill, applications for more than $29 billion were filed.

Questioned by reporters on the network radio interview Labor News Conference, Oswald said that if there is a tax cut, as many are now urging, it should be heavily weighted toward the low- and middle-income brackets, where there is a "dire need for income and would quickly spur the economy." And a tax rebate, he pointed out, would hold even greater advantages than a tax cut by immediately boosting buying power while leaving budget surpluses for the future.

Jobs, Oswald declared, remain the AFL-CIO's number-one priority, and that effort must be coupled with policies and programs, such as those spelled out in the Humphrey-Hawkins bill, that will develop a sustained full employment economy.

By Press Associates, Inc.

AS THE CARTER ADMINISTRATION takes the reins of power, a great debate is shaping up which may reveal much about the direction America takes in the years ahead.

On the surface, the issue will be whether to stimulate the slumping economy primarily through a tax cut or job-creation programs.

But more basically, the decisions will reflect choices over whether those who already have enough will get even more. Or whether the nation will act with a sense of purpose to begin creating decent and stable jobs, to begin building enough housing, to begin the reconstruction of the cities, to move toward a great and compassionate society.

President Ford and his economists, obsessed by inflation and "federal spending," leave behind them a heavy toll of human and economic waste.

Their policies gave most families in America a taste of unemployment. They left the nation with an official jobless rate of 8.1 percent as of November. Labor estimates that more than 10 million people are unemployed. The building trades count the skilled crafts jobless rate at 27 percent nationally and as high as 50 and 60 percent in some cities. Black teenage unemployment tops 40 percent in many ghetto areas. Some young people have not worked for years and have no job experience or work habits.

A national consensus has been gathering force behind the need for the Carter Administration and Congress to act quickly.

America has done it before. When President Roosevelt took office, the highest priority was to put people to work. Public employment jobs were created for 4 million people in two months. The WPA had nearly 3 million people at work in half a year. PWA had people building schools, roads and water and sewer systems.

Today, the situation may not be as desperate but great needs exist. The pared-down public works bill passed over Ford's second veto last August included only $2 billion for state and local public works. Yet the Commerce Dept. received project proposals for $29 billion. These proposals for schools, libraries, storm sewers and such are small—$5 million or less—and must be started within 60 days after approval.

Each $1 billion spent on public works creates an estimated 40,000 jobs directly and 20,000 jobs indirectly. If all the proposals were funded, 1.8 million jobs would be created.

PUBLIC SERVICE EMPLOYMENT is another fast and economical way to put people to work. The existing program has an appropriation of $2.8 billion and employs 260,000 workers. Congress has authorized 500,000 jobs, so the program could be quickly expanded with an additional $3.2 billion along with the guarantee that no current local public employees be displaced. The Council on Employment Policy wants this program expanded to a minimum of 1 million jobs.

Training programs, such as the Job Corps, can be quickly expanded to help equip unemployed youth for jobs.

Housing programs already passed by Congress await only the $5 billion appropriation to get going. A proposed Urban Development Fund would launch the reconstruction of the central cities.

But business has other ideas. A group of 15 corporate executives is urging a $23 billion stimulus. They want $15 billion in permanent tax cuts, $5 billion in direct job creation and $3 billion in investment credits.

Many economists point out that a tax cut is the weakest and costliest way to boost the economy. It is of no immediate help to the jobless or the low-paid; it is spread out geographically and not to areas in greatest need; and it is banked by many.

The permanent tax cut also is becoming a favored device of conservatives to reduce federal revenue and thereby starve current social programs and defeat new ones.

Thus the coming debate will help decide the nation's course. What America needs is jobs and a good start toward a more rational economic system.

THE MIX OF JOB-CREATION and economic stimulus, shaped by a "more favorable Administration" and actively supported by Congress, may show President-elect Carter's pledge to cut unemployment by 1.5 percent next year to have been "too modest," AFL-CIO Economist Rudy Oswald, center, said on Labor News Conference. Questioning him were Sara Fritz of United Press International and Tom Joyce of Newsweek magazine. The AFL-CIO public affairs interview is aired Tuesdays on Mutual radio.

Carter Victory Highlights Labor's Year

By John R. Oravec

High unemployment and rising prices dogged American workers through much of 1976, the nation's bicentennial year. The Ford Administration's economic policies, meanwhile, brought underfunding of vital social programs as well as continued erosion of workers' paychecks.

Labor-supported legislation coming out of Congress was shortcircuited by presidential vetoes. Some were overridden; but in most cases, Congress failed to muster the needed two-thirds majority.

Against this backdrop, labor and other groups of Americans that had taken a buffeting from the Ford Administration worked energetically to put Jimmy Carter in the White House—along with the election of a progressive Congress.

Here are highlights of the year as reported by the AFL-CIO News:

January

President Ford's Christmas season veto of the construction site picketing bill he had promised to sign outraged the labor movement and forced the resignation of a valued Cabinet member. AFL-CIO President George Meany said Ford caved in to right-wing political pressures. President Robert A. Georgine of the Building & Construction Trades Dept. expressed sadness and indignation that Ford had gone back on assurances given both "publicly and privately." And John T. Dunlop resigned as Secretary of Labor, saying that Ford's broken promise destroyed the "trust, confidence and respect" needed in labor-management-government cooperation.

Economic problems continued to plague the nation as 131 of its 150 major employment centers were classified as having "substantial" joblessness. A congressional staff study warned that the Administration's budget policy could cause a severe setback in recovery from recession, keeping economic growth low and unemployment high.

People: Russell T. Conlon was elected secretary-treasurer of the Operating Engineers, succeeding J. C. Turner, who earlier became president of the IUOE. David Sullivan, president-emeritus of the Service Employees, died at age 71.

February

The AFL-CIO Executive Council made full employment its top priority goal, urging Congress to immediately begin developing a balanced jobs and economic growth program based on a nine-point guide drafted by the federation's Economic Policy Committee. At its mid-winter meeting, the council also found the Ford Administration's policies sorely lacking on jobs and social needs and most other areas of national concern. Charging that the government "seriously understates" the nation's high unemployment situation, the federation said that the jobless rate in January was closer to 10.6 percent than the 7.8 percent reported by the Bureau of Labor Statistics.

People: President Angelo Fosco of the Laborers and Charles H. Pillard of the International Brotherhood of Electrical Workers were elected vice presidents of the AFL-CIO. Vice President Joseph D. Keenan retired after more than 20 years on the council. W. J. Usery, Jr. was sworn in as the new Secretary of Labor. Joseph Pollack was elected to succeed William A. Gillen as president of the Insurance Workers.

March

A new full employment bill introduced in Congress by Sen. Hubert H. Humphrey (D-Minn.) and Rep. Augustus F. Hawkins (D-Calif.) immediately received the support of organized labor and a number of public interest groups. The legislation set a national goal of bringing the adult unemployment rate down to 3 percent within four years, in addition to stimulating economic growth. The Joint Economic Committee of Congress warned that the Administration's tight budget policy threatened to undermine the fragile economic recovery.

People: David J. Fitzmaurice was chosen president of the Electrical, Radio & Machine Workers to succeed Paul Jennings who would resign June 1 because of ill health. George Hutchens was elected by the IUE board to succeed Fitzmaurice as secretary-treasurer. Matthew DeMore, retired secretary-treasurer of the Machinists and first vice president of the National Council of Senior Citizens, died at age 73.

April

The AFL-CIO launched an all-out fight against Administration and congressional attacks on food stamps, warning that the program was the only defense against hunger for millions of Americans. Federation President Meany called on the Agriculture Dept. to withdraw a plan that would curtail food stamps for 11 million persons, including millions of working poor who would be dropped from the program entirely. The BLS reported that a typical urban family needed an income of $15,479 in 1975 to maintain a moderate standard of living, an increase of 8 percent over the year.

More than 3,000 delegates participated in the Building & Construction Trades Dept. national jobs conference, assailing Ford for his vetoes of job creation bills while the unemployment rate in the crafts held at depression levels. Employers short-changed workers $93.7 million in wage-hour violations uncovered by government investigators during the first nine months of fiscal year 1976. Organized labor pledged full support of the Rubber Workers in their strike of the major tire makers.

People: Ralph A. Legion became secretary of the International Brotherhood of Electrical Workers, succeeding Joseph D. Keenan, who retired. At the Graphic Arts International Union, Eugene M. Boerner became executive vice president and Joseph Hellman secretary-treasurer following a series of retirements, including Executive Vice Presidents John Connolly and William J. Hall and Sec.-Treas. Wesley A. Taylor. Myra Wolfgang, a vice president of the Hotel & Restaurant Employees, died.

May

Labor's proposals prepared for both the Democratic and Republican platform committees urged a firm commitment to full employment at home and support for freedom throughout the world. A House subcommittee voted a 10-3 endorsement of the Humphrey-Hawkins Full Employment bill after Ford attacked the labor-backed measure. During the first three months of the year, physicians' fees rose at an annual rate of 14.2 percent and hospital service charges at a rate of 20.1 percent, a government study found. The consumer price index rose four-tenths of 1 percent, but real spendable earnings declined again.

People: Anthony Weinlein was elected secretary-treasurer of the Service Employees, succeeding George E. Fairchild, who retired. Orville W. Jacobson assumed the presidency of the Railway Carmen after Anthony L. Krause retired. Golda Meir, Israel's former prime minister, received the AFL-CIO Murray-Green Award. Rose Fitzgerald Kennedy, mother of the late President, received a special award at the federation's Community Services conference. George E. Gill, executive vice president of the Communications Workers, died.

June

Retail prices shot ahead six-tenths of 1 percent, fueled by sharp advances in food and gasoline. Real earnings rose 1.2 percent, but were still below the 1971 rate. A government-financed study found that union workers earn substantially more than non-union workers doing the same jobs, but this differential has a negligible impact on inflation. Two federal courts thwarted Ford Administration attempts to bypass Congress and cut back food stamps to the needy. Meanwhile, the Supreme Court struck down amendments to the Fair Labor Standards Act that extended wage-hour protections to public employees. Unemployment in the United States was higher than in any other industrialized nation, the BLS reported.

The U.S. delegation to the International Labor Organization walked out of a conference to protest recognition given to a Palestine terrorist group. Clothing and textile unions consummated a merger to form the Amalgamated Clothing & Textile Workers Union and immediately launched a nationwide boycott of the J. P. Stevens & Co.

People: President Clyde M. Webber of the Government Employees died at age 56 and Executive Vice President Dennis Garrison was sworn in to complete his unexpired term. The Meat Cutters elected Harry R. Poole as president and Samuel J. Talarico as secretary-treasurer to succeed retiring President Joseph Belsky and Sec.-Treas. Patrick E. Gorman. Gorman assumed the post of chairman of the executive board.

July

Jimmy Carter easily won the Democratic nomination for President on the first ballot at the party's convention in New York and chose Sen. Walter F. Mondale as his running mate. The AFL-CIO Executive Council unanimously endorsed the Carter-Mondale ticket and Meany immediately pledged the full support of the federation and COPE to help assure victory in November.

A 12-union coalition won a new three-year agreement for nearly 100,000 workers at General Electric Co. plants across the country, providing substantial improvements in wages and benefits. Westinghouse Electric Corp. agreed to similar terms shortly after for more than 40,000 workers. Congress overrode Ford's veto of a job-creating public works bill that the AFL-CIO termed "the first step toward breaking out of recession." Union craftsmen across the country took part in Fourth of July celebrations marking the nation's bicentennial observance.

People: David W. Johnson was elected executive vice president of the Postal Workers. L. D. Porter was appointed director of AFL-CIO Region II following the retirement of Woodrow G. Pendergrass.

Deaths: Nat Goldfinger, organized labor's leading economist and AFL-CIO research director, of cancer at age 59; Victor Feather, former general secretary of the British Trades Union Congress, and Arlon E. Lyon, former president of the Railroad Signalmen.

August

The nation's job picture took a turn for the worse as the government's official unemployment rate rose three-tenths of 1 percent to 7.8 percent. Meanwhile, corporate profits in the April-June quarter surged 33 percent over the year-ago period in a survey of 541 corporations. The Republicans nominated Ford as their standard-bearer in the presidential election; he picked conservative Sen. Robert Dole of Kansas as his running mate.

Jimmy Carter spelled out his program for getting America back to work at a meeting of the AFL-CIO General Board, which pledged labor's "united, tireless efforts" in the presidential election campaign. A coalition of labor, consumer and public interest groups sought to halt a price increase of natural gas approved by the Federal Power Commission.

People: Charles L. Brodeur was elected over incumbent Kenneth M. Edwards as president of the Lathers. The Elevator Constructors elected Everett A. Treadway as president to succeed R. Wayne Williams, who retired. John N. Russell took over Treadway's old post as secretary-treasurer.

Deaths: Peter T. Schoemann, retired president of the Plumbers & Pipe Fitters; Alexander H. Uhl, reporter and co-founder of Press Associates, Inc., the labor news service, and Franz E. Daniel, former assistant organizing director of the AFL-CIO.

September

Congress voted final approval of a wide-ranging revision of federal tax laws that would tighten some loopholes and loosen others. Democratic presidential nominee Jimmy Carter launched his campaign at Warm Springs, Ga., with a pledge on Labor Day to bring the nation full employment and a healthy economy. The Rubber Workers ratified new contracts with the Big Four tire companies to end a series of strikes that began Apr. 21. The Meat Cutters also ratified new three-year agreements with major meat packers across the country. Retail prices rose five-tenths of 1 percent for the third straight month, while the real take-home pay of workers declined three-tenths of 1 percent over the preceding month. Meanwhile, the Bureau of Labor Statistics reported that the jobless rate in 32 of the 81 large urban areas in the nation exceeded 10 percent.

People: The Molders elected Carl W. Studenroth as president to succeed retiring Anton J. Trizna, and Bernard Butsavage was elected executive vice president.

October

A new threat of higher inflation and rising unemployment was a clear signal for needed change in the White House, Meany declared, as the election campaign intensified. Labor Dept. studies showed that 2.7 million workers exhausted all unemployment insurance without finding jobs during 1975 and the first half of 1976. The Census Bureau reported that the number of Americans living in poverty rose by 2.5 million during 1975 to 25.9 million. The AFL-CIO agreed to guarantee up to $800,000 of an NAACP bond to appeal a civil rights damage suit in Mississippi. The Bakery & Confectionery Workers won a two-year struggle for an agreement with the Russell Stover Candy Co. Congress overrode Ford's veto of a $56.6 billion appropriations bill for the Departments of Labor and Health, Education & Welfare. Meany again questioned if Ford Administration politics were the cause of further delays in new job safety and health standards. A labor-sponsored rally in New York drew 100,000 persons for Jimmy Carter's campaign wind-up.

People: The executive council of the Railway & Airline Clerks named Fred J. Kroll to succeed C. L. Dennis, who was stepping down as president after 13 years. The Government Employees elected Kenneth T. Blaylock as president, Joseph D. Gleason executive vice president, and Nicholas J. Nolan secretary-treasurer. William H. Wynn was elected secretary-treasurer of the Retail Clerks to succeed retiring Peter Hall. James D. Adler was elected as president of the South Carolina AFL-CIO over incumbent Sinway Young.

Deaths: Former Sen. Paul H. Douglas of Illinois and retired President Joseph Belsky of the Meat Cutters.

November

Jimmy Carter was elected the 39th President of the United States, with strong support from labor and minority groups. Democrats retained big majorities in both the Senate and House, and expanded their lead in governorships to 37 states. More than 70 percent of congressional and gubernatorial candidates endorsed by COPE were elected. In a post-election analysis, Meany attributed Ford's defeat to his faulty economic policies and veto record. Twelve AFL-CIO unions joined in reactivating the Food & Beverage Trades Dept., with President James T. Housewright of the Retail Clerks as president and President Daniel E. Conway of the Bakery & Confectionery Workers as secretary-treasurer.

People: J. Joseph Vacca was elected president of the Letter Carriers to succeed retiring James H. Rademacher. Bernard C. Hilbert succeeded Charles R. Pfenning as president of the Train Dispatchers. Rudy Oswald was named research director of the AFL-CIO.

Deaths: Labor historian Philip Taft and Tran Quoc Buu, president of the Vietnamese Confederation of Labor before the Communist takeover.

December

The nation's unemployment rate climbed back to 8.1 percent while wholesale prices increased at an annual rate of 7.2 percent. The layoff rate for workers rose for the third consecutive month, reflecting a further slowing of economic recovery from the continuing recession. Thomas P. O'Neill, Jr., who will be Speaker of the House in the 95th Congress, pledged to give priority to job-creating programs. AFL-CIO Sec.-Treas. Lane Kirkland said labor's voice will be heard in foreign trade policies to stem the tide of job-eroding foreign imports. The Supreme Court rejected a suit by the Electrical, Radio & Machine Workers seeking equal sick benefits for women workers for childbirth. The IUE won new agreements for 30,000 workers at General Motors Corp. and for 22,000 workers at RCA Corp. F. Ray Marshall, labor economist and professor at the University of Texas, was nominated by President-elect Carter as Secretary of Labor. Meany noted that Marshall had worked closely with organized labor during his "long and distinguished career" and pledged the AFL-CIO's cooperation.

Hall Asks Wider Probe:

Tanker Spills Tied To Foreign Flags

America's over-reliance on foreign-flag vessels makes meaningful ship operational safety standards and enforcement impossible, Seafarers President Paul Hall charged in a letter to Senate Commerce Committee Chairman Warren Magnuson (D-Wash.).

Citing the recent marine disasters involving the Liberian-flag tankers Argo Merchant, Sansinena, and Olympic Games, Hall termed present oil transportation system "inherently deficient" and "woefully inadequate to protect the marine environment and the American people."

Because vessels registered under foreign flags are largely removed from American control, there is presently little that can be done to assure foreign compliance with ship operational safety standards, Hall said.

"Unless we have a U.S. oil transportation system under U.S. supervision, beginning at the design stage and continuing through operations, our environmental goals will be frustrated," he warned.

Hall said it is unfortunate that it has taken a series of major disasters to make obvious the need for corrective action.

Magnuson has scheduled hearings into the recent marine disasters involving Liberian-registered ships in U.S. waters. The Sansinena exploded in Los Angeles harbor after unloading petroleum. The Argo Merchant ran aground spilling its oil cargo off Nantucket, and the Olympic Games was held responsible for spilling oil in the Delaware River.

Liberia offers one of the "flags of convenience" that enable U.S. firms to avoid taxes, escape U.S. labor law and ignore domestic safety standards. Hall urged that the Senate Commerce Committee hearings not be limited to the marine disasters. Instead, he said, the committee should undertake a comprehensive examination of America's oil transportation system.

Despite the fact that the oil is used to fuel America's industry, paid for by American consumers, and threatens America's waters and resources, Hall said, the oil transportation system "is not a U.S. system. In fact, approximately 96 percent of the oil transported to the United States is carried aboard foreign-built registered, and manned vessels. Only about 4 percent of our oil is carried on American-flag ships."

Hall noted that the oil cargo bill passed by Congress in 1974 but vetoed by President Ford would have reserved the carriage of up to 30 percent of America's oil imports for U.S.-flag ships.

"The major opponents of this legislation were the same oil companies who are the largest owners of Liberian-flag vessels," Hall noted.

While the use of U.S.-flag ships would not eliminate the risk of future pollution accidents, Hall said, "an oil transportation system involving U.S.-flag ships will mean that, for the first time, the United States will have a larger measure of control and influence over the carriage of oil, thereby minimizing environmental risks."

FINAL CABINET-LEVEL appointees are introduced by President-elect Jimmy Carter at Plains, Ga. From left are James Schlesinger, to be federal energy chief; Theodore Sorensen, nominated as Central Intelligence Agency director, and Joseph A. Califano, Jr., named to head the Dept. of Health, Education & Welfare.

New Regulations on Pension Plans Include Time-of-Service Definitions

The Labor Dept. issued final minimum standards for pension plans covering approximately 33 million workers.

The regulations, which define hours of service, years of service, and breaks in service, represent "the most important and comprehensive regulatory effort" yet issued under the 1974 Employee Retirement Income Security Act, said William J. Chadwick, administrator of the Labor Dept.'s pension and welfare benefit programs.

"They will enable plan sponsors to adopt new pension plans and amend and restate existing plans in full compliance with ERISA," Chadwick said. "As a result, the private pension system will be strengthened, and the rights of participants and beneficiaries will be secure."

The regulations define key terms, such as an hour of service, and implement key statutory concepts, such as the year of service and the one-year break in service. Chadwick said the terms and concepts set forth in the regulations explain how an individual's eligibility to participate in a plan is determined, the individual's nonforfeitable or 'vested' right to his or her retirement benefit, and the accrual or accumulation of that benefit as a result of plan participation.

The regulations, published in the Dec. 28, 1976, Federal Register, carefully spell out how employers must determine the number of hours a worker has been employed. Under ERISA, an employee is given credit for a year of service if he or she has worked at least 1,000 hours in a 12-month period. But calculating eligibility on this basis has proved difficult for many employers, and alternative methods were sought.

The new regulations give employers a number of methods for determining hours of service. They also permit the use of an "elapsed time method," a method that many plans had been using prior to passage of the 1974 pension law.

The elapsed time method, which is often more liberal in determining vesting requirements, "is favorable to employees and less costly to administer," Chadwick said. The method permits employers to keep records on "the appropriate periods of time" worked—such as the dates of an employee's hiring and departure—without keeping track of the actual number of hours worked.

The elapsed-time proposal will not be permanently adopted, however, until the public has had a chance to comment on it.

Chadwick observed that the Labor Dept. has now completed two of three basic sets of regulations required by plan administrators for bringing plans into compliance.

The first major regulations were for reporting and disclosure. Minimum standards were second. The third set of regulations, covering summary plan descriptions, are expected to be published early in 1977, Chadwick said.

Labor Dept. to Answer Steel Election Queries

The Labor Dept. has set up a task force to provide technical advice on the conduct of the Steelworkers election Feb. 8 in response to requests from the union and candidates for the union's presidency and other offices.

Bernard E. DeLury, assistant secretary for labor-management relations, also offered to provide 50 compliance officers, two in each of the union's 22 districts in the United States, to instruct tellers from the 4,900 Steelworker locals on the requirements of the Landrum-Griffin Act. The 600 Canadian locals are not covered by the U.S. law.

On the day before and election day itself the compliance officers will be available at district offices to answer questions and to handle tally sheets at the union's Pittsburgh headquarters.

The department's assistance "will not involve either supervision or pre-election investigation," the statement said, because the department believes that "the law requires the union conduct its own election."

The Labor Department's announcement of its task force came after U.S. District Judge Alfred Kirkland in Chicago ruled that a suit filed by Steelworkers presidential candidate Lloyd McBride, charging his opponent Edward Sadlowski with illegally using employers' and corporate money to finance his campaign, should be heard in the Cook County Circuit Court. Sadlowski had asked the federal court to assume jurisdiction.

McBride's suit asked the court to block Sadlowski's use of employer money and that his campaign should be made to disclose the total amount and sources of the funds collected.

USWA President I. W. Abel, who will retire after his term expires in May, issued a statement declaring that he resents the growing influence of people "outside the union and outside the labor movement . . . employers and antagonistic millionaires who resent the successful record of this union and want to weaken it in the future."

Abel said "the provision against employer money in our union election is a wise provision. It is based on decades of harsh experience that employers, whether or not they have contracts with our union, seek with dollars to exert influence on the formulation of program and policy of our union . . ."

Molly Fitch Dies, Former CIO Aide

Molly Lynch Fitch, who was secretary to the late Philip Murray when he was president of the CIO, died of cancer at the age of 65. She was a resident of Tampa, Fla., but during her final illness was a patient at Georgetown University Hospital in Washington, D.C., where she once had worked as a volunteer.

Mrs. Fitch served as secretary to Steelworkers President David J. McDonald in the union's Washington office after Murray's death.

New Booklet Offered On Home Solar Heating

A booklet dealing with solar heating of homes has been issued by the Dept. of Health, Education & Welfare. A free copy of Solar Energy and Your Home may be obtained by writing the Consumer Information Center, Dept. 646E, Pueblo, Colorado 81009.

Safety Cost Studies Continued by Ford

(Continued from Page 1)

Vail, Colo., changes the name of the inflation impact statements to "economic impact statements," but their objective remains the same: "to improve decision-making by requiring agencies to consider the economic impact of their regulatory and legislative proposals."

Even OSHA officials acknowledge, however, that the White House order has fallen short of its goal. An intra-agency confidential memorandum admits that the inflation impact statement process "is not having its desired intent of improving agency decision-making."

The statements are developed only "after decisions as to which substances or safety hazards are to be the subject of rule-making have been made," the memo states. "Thus to date the IIS process has not had an impact in the area of priority setting."

In his letter to Usery urging repeal of the order, Meany charged that the requirement for inflation impact statements "is sucking the life out of an orderly and expeditious standard development process," and vowed that organized labor would do "all within our power to remove this albatross" from OSHA.

Steelworkers President I.W. Abel, citing "bureaucratic delays" by the Labor Dept. in carrying out Ford's order, pointed to interminable delays by OSHA in issuing a proposed job health standard that would reduce worker exposure to lead.

Abel, who heads the AFL-CIO Industrial Union Dept., charged that the delay in standard-setting caused by the inflation impact statements is intolerable. But, he added, the matter is made even more outrageous by the Administration's insistence that a dollar value be placed on the number of lives saved so that it can be compared with the cost of compliance with the standard.

Abel urged OSHA to go ahead with its public hearings on the lead standard, scheduled for Mar. 15 in Washington. The proposed standard would change the present OSHA permissible exposure limit from 200 to 100 micrograms of lead per cubic meter of air, based upon an eight-hour time-weighted average. The Steelworkers represent workers in smelters, chemical plants, and other workplaces where airborne lead can be found.

While OSHA has submitted a position paper to the Carter transition team urging retention of the inflation impact analysis requirement for proposed OSHA standards, there is no unanimity within the agency on its degree of effectiveness. Abel observed that one of the offices within the Labor Dept. found the inflationary impact statement on the proposed lead standard unacceptable and said it could add a full year to the setting of the final standard.

Abel said the Steelworkers had obtained a recent memorandum to OSHA Director Morton Corn from David Bell, acting chief of OSHA's Office of Environmental Inflationary & Economic Impact, indicating that even massive additional effort on an inflation impact statement well might not yield any significantly improved results. OSHA issued its lead standard well over a year ago.

The Labor Dept. bureau objecting to the inflation impact statement requirement is the Office of the Assistant Secretary for Policy, Evaluation & Research, according to the Bell memo. Noting significant noncompliance with the present standard, the memo expresses agreement on the "desirability of more perfect information on the cost/benefit of the proposed regulation," but states that "it appears that such data is not within the range of present medical knowledge, and cannot be responsibly estimated from available data."

New Congress Opens:

Job-Creating Bills Pressed in House

(Continued from Page 1)

requirement that the votes of 60 of the 100 senators are needed to limit debate. But it seeks to assure that once cloture has been voted, the Senate can complete action on the legislation without running into further delaying tactics.

The Senate Rules Committee is also holding hearings on and considering proposals for modifications of a committee reorganization plan drafted by a bipartisan panel that was headed by Sen. Adlai E. Stevenson III.

It would reduce the number of Senate committees from 31 to 15 and limit a senator's committee assignments. A number of groups with legislative interests, including unions, are unhappy with various parts of the proposal and some changes are likely.

In the 1974 session of Congress, the House considered and finally rejected a major reshuffling of its committees and adopted instead a much more modest package of changes.

The Rules Committee is scheduled to report to the Senate on Jan. 19, and meanwhile assignment of new senators to committees is being held up.

On the House side, newcomers and veterans alike are jockeying for assignment or reassignment to presigious committees, or to those dealing with legislation most important to their constituencies.

In another area, Congress appears ready to give the new President a limited authority to reorganize the Executive Branch of government—one of Carter's campaign goals.

Rep. Jack Brooks (D-Tex.), chairman of the House Government Operations Committee, met with Carter and said legislation will be introduced to allow the President to propose reorganization changes that would take effect automatically unless either the House or Senate voted disapproval. Similar powers have been given to other presidents.

Carter's Cabinet nominees and others he has proposed for high government posts must still be confirmed by the Senate. But past precedents indicate that most of the nominations will be cleared soon after inauguration day.

Meanwhile, the ballots cast by presidential electors were formally counted and announced to a joint session of Congress.

The winner, unsurprisingly, was Jimmy Carter of Plains, Ga.

Public Unions Hit Ford on Contracting

The executive board of the AFL-CIO Public Employee Dept. has charged the Ford Administration with juggling figures to justify the contracting out of work performed by federal employees.

It said a study by the General Accounting Office has punctured cost estimates used by the White House Office of Management & Budget to determine whether the government could save money by firing employees and hiring private contractors to do the work.

The Public Employee Dept. said the study showed that the OMB "statistical manipulations seriously underestimated the true cost to the government for contracting-out." It called on the incoming Carter Administration "to review this thinly veiled attempt by the Ford Administration to line the pockets of private industry."

In another resolution, the department took note of the financial ills of the U.S. Postal Service and offered cooperation to a seven-member Postal Study Commission that will make recommendations to Congress and the President.

The PED urged the commission, however, to reaffirm "the basic principle of universal postal service at reasonable rates."

Health Services Lacking Despite Hefty Cost Hike

(Continued from Page 1)

has fought to win approval of Health Security since the Sixties, it won't insist that the system "come into effect overnight." Agreement on a phase-in "over a period of years" is possible, provided it can be done "in an effective and fair way," he said.

But, he stressed that there can be "no compromise on . . . the basic principles involved in the Health Security program."

HEW attributed the sharp growth in health expenditures over the past two years to "unprecedented medical-price increases," noting that such prices rose an average of 12.5 percent in fiscal 1975 and 10.2 percent in fiscal 1976. Prior to 1975, the highest annual increase was 6.9 percent in 1971, about half the 1975 rate, the government said.

Hospital charges led all other categories in price increases, rising 13.4 percent in both 1975 and 1976, HEW said. Physicians' fees rose 12.8 percent in 1975 and 11.4 percent in 1976. Prior to these last two years, the highest increase for physician fees was 7.5 percent, HEW noted.

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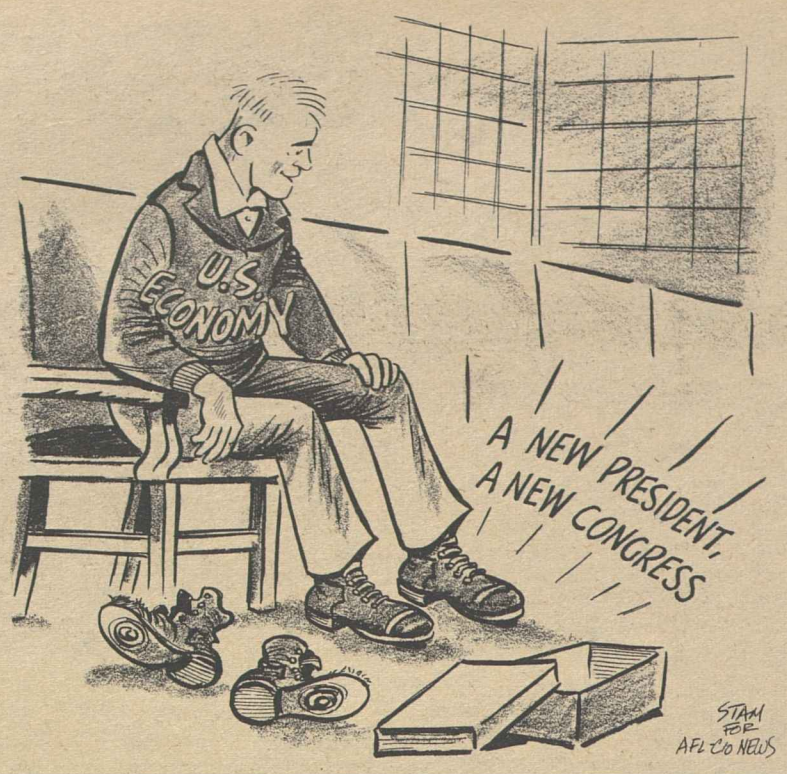
Correspondence about address corrections should be sent with attached mailing label to: AFL-CIO Subscriptions, Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

Jewish Federation Cites L.A. Union Leader

Los Angeles—William R. Robertson, executive secretary-treasurer of the Los Angeles County AFL-CIO, has been named 1976 recipient of the Hollzer award given annually by the Jewish Federation, Council of Greater Los Angeles.

Robertson, who has had a long career in the labor movement, received the award for "fostering racial and religious harmony in Southern California." Mayor Tom Bradley received the award in 1975.



Byrd, Baker Chosen New Senate Leaders

Senate Democrats and Republicans chose new leadership teams at the start of the 95th Congress, and there was high drama in both party caucuses.

Democrats elected Robert C. Byrd of West Virginia as majority leader by acclamation, after Hubert H. Humphrey withdrew from the contest in a show of party unity. Later, Senate Democrats voted unanimously to create a new post that will give Humphrey a place in the leadership ranks.

Byrd's victory had been anticipated; the early pledges of support he had collected from his fellow senators held firm despite Humphrey's subsequent declaration of candidacy.

The big surprise was on the Republican side, where Howard T. Baker of Tennessee won the minority leader post by a single vote. He upset Robert P. Griffin of Michigan, 19-18.

The double leadership change was brought about by the retirements at the end of the last Congress of Majority Leader Mike Mansfield (Mont.) and Minority Leader Hugh Scott (Pa.).

Byrd had been assistant leader under Mansfield and had earned high marks among his colleagues for the hard work, attention to detail and sensitivity to the body of unwritten rules that enables the Senate to function effectively.

Humphrey, who was the Senate majority leader before Lyndon B. Johnson tapped him as his vice presidential running mate in 1964, had been sidelined this past fall with cancer surgery and chemical treatment. He stayed in the race, he told his supporters, in a desire to be a member of the inner group of congressional leaders that will share with the White House the shaping of the Carter Administration legislative program.

The post Humphrey's colleagues set up for him—as deputy president pro tempore of the Senate—will give him a place in the leadership group, as well as the added staff, office and other fringes equal to that of the majority leader. The title and benefits will also go to any future senator who has served as President or Vice President.

On the Republican side, Griffin had been the odds-on favorite to win the minority leader post. He had been assistant whip under Scott. Sen. Barry Goldwater of Arizona had announced his candidacy but then withdrew after concluding he couldn't win. And Baker, who twice ran unsuccessfully against Scott, hesitated until the last minute.

In terms of voting records, there appeared to be no ideological differences between the two candidates. Both are mainstream Republicans, but Baker was nominated by liberal Sen. Charles Mathias of Maryland and apparently won with the support of most of the freshmen Republican senators. He is a son-in-law of the late Everett McKinley Dirksen of Illinois, who for many years was the Senate Republican leader.

Without contests, Senate Democrats named Alan Cranston of California as party whip, or assistant leader. Republicans gave that post to Ted Stevens of Alaska. Daniel K. Inouye of Hawaii was picked as secretary of the Democratic caucus.

House Democrats last month had designated Thomas P. O'Neill, Jr., of Massachusetts as Speaker of the House and picked James C. Wright, Jr., of Texas to replace O'Neill as majority leader.

When the House convened Jan. 4, O'Neill was elected Speaker in a pro forma contest with the House Republican leader, John J. Rhodes of Arizona.

Meany Urges Quick Action On Economy

(Continued from Page 1)

His New Year's statement spoke of the near-bankruptcy of the nation's cities and states and cutbacks in essential services including police and fire protection and education.

Of Americans who have full-time jobs, Meany noted that many earn so little they must seek welfare supplements. "The nation must have a minimum wage that will put these families above the poverty level."

Tax justice remains an unmet goal on labor's agenda, he said. Workers bear "an unfair share of the tax burden" while many corporations and wealthy individuals pay little or nothing. Further, tax incentives that encourage the export of jobs to other lands "must be eliminated."

Meany urged that energy independence "become a fact, not a slogan." He warned that the United States remains susceptible to "oil blackmailers" and that reliance on profit incentives for American industry to produce more merely boosts profits for one industry "at the expense of the nation's future."

He called for a major overhaul of the nation's basic labor law, to include:

- Repeal of Section 14(b) of the National Labor Relations Act, which allows states to prohibit union shop agreements.
- Extension of NLRA coverage "to all workers not now protected."
- Enactment of construction site picketing legislation to end "unequal treatment of workers in the construction industry."
- Procedural changes to eliminate "built-in delays which deny justice to workers."
- Stronger, more effective remedies against employer violations of the law.

Meany's message pressed also for more effective job safety and health enforcement, simplification of pension law administration, modernized unemployment and workers' compensation and improved consumer protection.

UNESCO Prodded To Further Reforms

New York—The Committee for an Effective UNESCO declared "there is still much work to be done" before the United Nations agency "fulfills its mandate and abandons politics for education, science, and culture."

Established last year to help correct the growing politicization of UNESCO — the UN Educational, Scientific & Cultural Organization, the committee issued a statement citing a number of issues which it said the agency still needs to resolve.

Among these were further anti-Israel resolutions passed at UNESCO's biennial conference in Nairobi, Kenya, last October; a resolution to compel certain non-governmental organizations, including the International Council of Scientific Unions, to purge scientists representing the Republic of China and a proposal to develop and sanction government surveillance and control of the media, of communication and artistic activities.

"All of these are ominous auguries of trouble ahead," the committee declared. Yet, it noted, some progress toward depoliticization of UNESCO was made at the meeting.

"The committee applauds the deferment of the mass media issue to the next general conference and its further study by a group of experts," the panel observed.

"The committee notes the absence of any resolution linking Zionism to racism, and wishes to convey a note of congratulations to the delegations that registered their unmistakable opposition to such a resolution."

The panel recommended that, in light of UNESCO's recent actions, the United States government pay its 1975 back dues to the organization to encourage it to "continue working in a constructive direction." It stipulated that "no further payments should be made, however, until there is clear evidence that further steps are being taken to depoliticize the organization."

The committee's members include a distinguished group of national scholars, including several Nobel laureates. Teachers President Albert Shanker assisted in creating the committee. Former labor reporter and union editor Arnold Beichman, now a political science professor at the University of Massachusetts, is a member of the panel.

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Labor Calls for $30 Billion Package to Cut Joblessness

Job Safety Faces New Setbacks

Job safety and health protection of American workers suffered a double setback from President Ford's order extending inflation impact statements on proposed safety standards and a federal court's decision blocking workplace inspection without a search warrant, AFL-CIO President George Meany said.

Although Ford had only 20 days remaining in his term as President, he extended for another year the Executive Order requiring the Occupational Safety & Health Administration to continue the use of impact studies.

Meany said that Ford took the action "without publicity, disguised under a new title and virtually at the last minute."

Labor safety experts have termed the inflation impact statements—now titled economic impact statements—a device to slow down the implementation of new federal safety standards.

"These statements, which place a dollar value on the lives and well-being of Americans, have repeatedly blocked rapid and equitable enforcement of OSHA," Meany stressed.

He said the AFL-CIO will urge President-elect Jimmy Carter to rescind "this inhumane, anti-worker order."

Meany said the federation will also seek to have overturned the Idaho federal court order blocking

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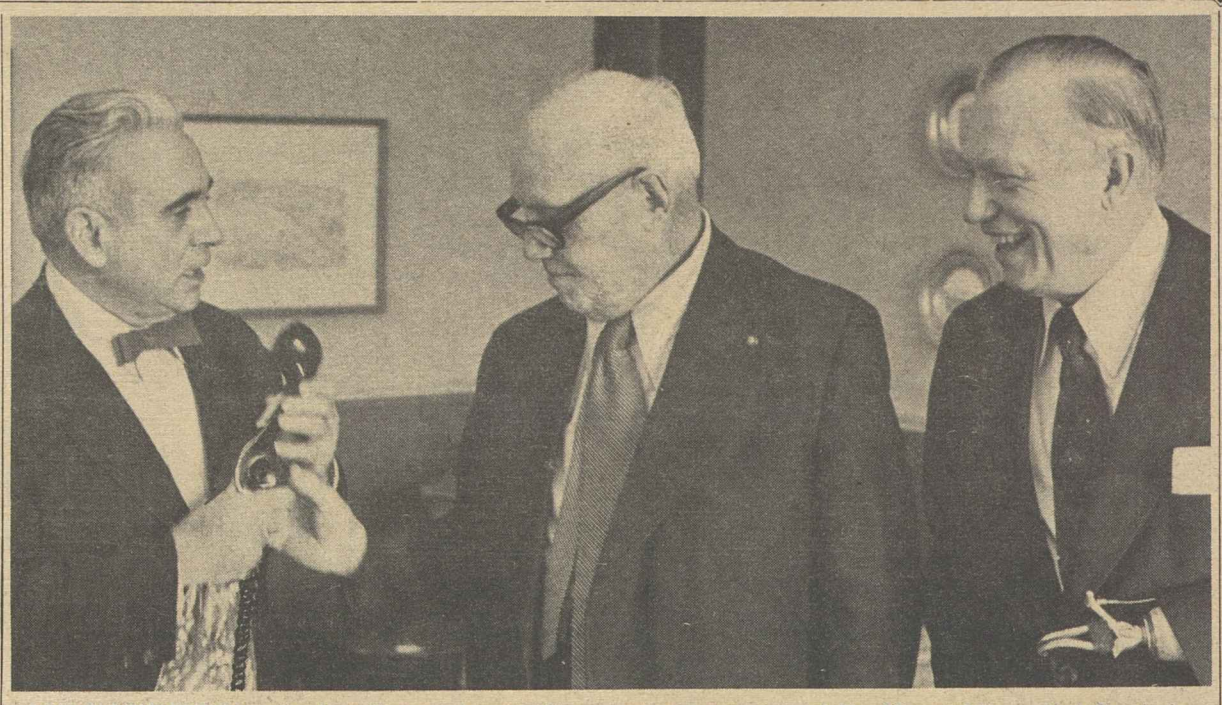

JOB BARRIERS to the handicapped were discussed at a meeting of Dr. Henry Viscardi, left, chairman of an upcoming White House Conference on Handicapped Individuals, AFL-CIO President George Meany, and Harold Russell, chairman of the President's Committee on the Employment of the Handicapped. Dr. Viscardi explains the use of a novelty telephone, designed and built at a workshop for the handicapped. Meany is co-chairman of the labor-industry council for the conference.

Carter Plan Falls Short Of Needs

The AFL-CIO has called for a $30 billion program of economic stimulus based on direct job-creating programs, declaring that President-elect Carter's limited proposals do not measure up.

"America's key economic problem is unemployment and the solution is jobs," the legislative subcommittee of the federation's Executive Council declared following a meeting at AFL-CIO headquarters.

The AFL-CIO plan would create about 2 million jobs for workers now unemployed.

The federation announced its economic-stimulus program three days after Carter made public the outlines of his proposals to spark the economy. While many of the details of the Carter plan were not revealed, the package generally failed to measure up to labor's expectations.

The legislative subcommittee said that Carter's plan to spread a $30 billion stimulus over a two-year period beginning on Oct. 1 "is too small, takes too long, and is too ill-advised" to give the economy the boost it needs. "We consider this a retreat from the goals which we understood President-elect Carter to have set during last year's campaign," the panel said.

Labor's program calls for the expenditure of $10 billion in accelerated public works projects, $8 billion in additional public service employment, $8 billion in housing development, $2 billion in youth employment and training programs, and $2 billion in "countercyclical"

(Continued on Page 3)

10 Million Jobless:

Unemployment Rate Unchanged for Year

By James M. Shevis

The year 1976 ended almost exactly as it began for the nation's unemployed, as the Bureau of Labor Statistics reported a jobless rate of 7.9 percent in December, one-tenth of 1 percent higher than the January 1976 level.

While last month's rate was two-tenths of 1 percent below the November pace, the BLS report held mostly disheartening news for millions of Americans without jobs. Hard-core unemployment—joblessness of 27 weeks or more—continued to climb, while the number of discouraged workers rose sharply, and the goods-producing sectors of the economy reflected depression-type unemployment levels.

"Anyone who seeks to interpret today's government figures as encouraging must ignore this key fact: the over-the-month reduction in unemployment was almost entirely among adult men who abandoned the labor force," AFL-CIO President George Meany said of December's job statistics.

"Obviously America's unemployment problem is not cured when workers grow too discouraged to even look for jobs."

The BLS report reflected a full year of virtual economic stagnation for the nation's workers. While below the year's highest level of 8.1 percent in November, the December rate was only one percentage point under the 1975 recession peak of 8.9 percent.

Officially, 7,558,000 workers were unemployed last month, 211,000 fewer than in November. But BLS's calculations do not account for those persons too discouraged to seek work and others who take

(Continued on Page 8)

Wholesale Price Index Up Sharply

Wholesale prices rose nine-tenths of 1 percent in December, reflecting a double-digit annual rate of 10.8 percent, as prices for farm and food products soared, the Bureau of Labor Statistics reported.

Last month's increase was the fourth consecutive large monthly rise in the government's wholesale price index since last summer.

Prices for farm products averaged 3.7 percent higher, after declining in four of the five previous months. Prices for processed foods and feeds rose 2 percent over the month, more than three times the

(Continued on Page 3)

Labor Questions Plan On New Senate Units

The AFL-CIO expressed "serious objections" to portions of a plan to reorganize Senate committees, but agreed that some changes are needed to improve legislative efficiency.

A bipartisan study group, headed by Sen. Adlai E. Stevenson (D-Ill.), drew up the proposal to cut the number of Senate committees and reshuffle jurisdiction. It is being considered by the Senate Rules Committee, which is under orders to report to the full Senate by Jan. 19. Meanwhile, permanent assignment of senators to committees has been held up.

In a statement to the Rules Committee, Legislative Director Andrew J. Biemiller explained the AFL-CIO's objections to some of the specifics of the reorganization plan.

He said the federation is opposed to abolishing the Joint Economic Committee, a House-Senate panel that fills a unique role even though it doesn't deal directly with legislation.

Biemiller termed the Joint Economic Committee, which was established by the Employment Act of 1946, the congressional equivalent of the President's Council of Economic Advisers. He noted that its studies have provided useful economic forecasts, assessed the costs of unemployment and examined strategies to achieve full employment.

"It is the only Senate com-

(Continued on Page 6)

Bigger Jobs Program Backed by Marshall

By David L. Perlman

President-elect Carter's choice for Secretary of Labor, F. Ray Marshall, told a Senate hearing that he favors a bigger public works jobs program and a smaller tax cut than the incoming Administration has advocated.

Marshall said he argued within the circle of Carter advisers for a larger economic stimulus package, with emphasis on expanded public service employment and labor-intensive public works jobs.

He succeeded in getting the target for public service jobs raised somewhat, Marshall told the Senate Labor Committee at his confirmation hearings. But he was disappointed that the program unveiled by Carter didn't include "a much larger package of public works and housing" instead of the "less effective" stimulus of a tax cut.

Marshall, a University of Texas professor and manpower expert before he was tapped for the Carter cabinet, said he considered reduction of unemployment as the nation's "most important domestic problem."

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FIRST OF SIX SEMINARS on collective bargaining for affiliates of the AFL-CIO Public Employee Dept. is addressed by PED President William H. McClennan, who stressed the increased use of economic data to shape effective contract proposals for member unions. The first three-day conference was held at the George Meany Center for Labor Studies outside Washington. The remaining sessions will be held at various locations throughout the country.

BLS Sees Slower Growth Rate For Workforce in Next 15 Years

The U.S. workforce, which has been expanding at unprecedented rates since World War II, is expected to slow down its growth rate during the next 15 years, according to a study by the Labor Dept.'s Bureau of Labor Statistics.

In an article titled "New Labor Force Projections to 1990" in the current Monthly Labor Review, BLS estimates that the slower growth rate will be due largely to a smaller number of youths reaching working age between 1975 and 1990.

The authors of the article are Howard N. Fullerton, Jr. and Paul O. Flaim. Fullerton is a labor economist in the Division of Labor Force Studies of BLS. Flaim is division chief. Also contributing to the article was Paul M. Ryscavage, a division economist.

The article estimates that the workforce should grow at an annual rate of 1.9 percent in the latter half of the 1970s and only 1.1 percent a year during the 1980s. This would compare with a rate of increase of 2.3 percent during the first half of the 1970s. Behind this slowdown, the article states, is a sharp drop in the birth rate during the 1960s. This means there will be fewer youths reaching working age in the 1980s.

The authors estimate that the civilian labor force will expand by 9.1 million in the latter half of the 1970s, reaching 101.7 million by 1980. The civilian labor force stood at 92.6 million in 1975. (For the month of October 1976, the civilian labor force was 95.3 million.)

The estimated increase in the latter half of the 1970s should complete the absorption into the labor force of persons born during the post-World War II "baby boom." The labor force is projected to rise to 108.6 million in 1985 and to 113.8 million in 1990.

The increase in labor force participation by women workers is expected to continue, although at a lower rate, through 1990. The number of women in the labor force in 1975—37.0 million—is expected to rise another 11.6 million by 1990, an increase of 1.8 percent a year.

During the first half of the 1970s, the female labor force grew at a rate of 3.2 percent a year. The projected slowdown is based on an estimated drop after 1980 in the number of women in the ages at which persons enter the labor force.

The number of men in the labor force in 1975—55.6 million—is expected to grow by 9.6 million between 1975 and 1990, or by 1.1 percent a year. Despite the slower growth for men than for women, men are still expected to comprise 57 percent of the labor force in 1990.

In terms of age composition, the civilian labor force growth between 1975 and 1990 is expected to be heavily concentrated in the central age groups. The number of persons in the 16-24 age group is expected to decline in size by 1990.

The labor force group age 20-24 should grow very rapidly until the early 1980s, at which point it too is expected to decline. The number of women age 20-24 in the labor force is projected to have the greatest growth between 1975 and 1980 but to recede rapidly after 1985. Men in that age bracket should increase until 1980 and then decrease during the early 1980s.

The median age of the labor force—36 years in 1975—is expected to drop to 34.9 years by 1980 and to increase to 36.5 years in 1990.

The prime age labor force—persons 25-54—is expected to expand at an annual rate of 2.1 percent during the late 1970s, 2.4 percent in the early 1980s, and 2.1 percent thereafter. By 1990, all persons born in the "baby boom" period will be in the prime ages. The proportion of the labor force accounted for by prime age workers is expected to increase from 61 percent in 1975 to 65 percent in 1985, and to about 70 percent in 1990.

The authors predict the economy should have the potential for increased productivity, and the national unemployment rate should tend to be somewhat lower than in recent years.

They also predict that the capacity of the labor force to carry out social responsibilities should be enhanced during this period. This is because of projected changes in the ratio of non-workers to workers—the "economic dependency" ratio. This should drop from 125.4 in 1975 to 111.4 in 1990. Those figures represent the average number of non-workers for each 100 labor force members.

Stevens to Reinstate Fired Union Supporter

Roanoke Rapids, N.C.—The anti-union J. P. Stevens & Co. has signed a consent agreement providing for the rehiring of a worker illegally fired from her job here in April 1975 for union activity.

In addition, the agreement stipulates that Mrs. Helen Newsome, a spinner at one of Stevens's textile plants in Roanoke Rapids since before it was purchased by the firm in 1956, will receive $7,000 in back wages with interest.

The agreement was announced at a National Labor Relations Board hearing on charges against Stevens brought by the Clothing & Textile Workers. The union has accused the giant textile firm of failure to bargain in good faith following ACTWU's victory in an NLRB representation election in August 1974.

In the consent agreement, the company also agreed to post notices in the plant for 60 days that it will not do anything that unlawfully interferes with workers' rights under the National Labor Relations Act, and will not threaten employees or discharge them because of their support of the union.

Stevens, the nation's second largest manufacturer of textile products, is the object of a national consumer boycott, supported by the AFL-CIO Executive Council, civic, community, ethnic, and trade union groups.

The NLRB has found the company guilty 15 times since 1963 of illegal firings, coercion of employees, bad-faith bargaining, and other violations of the NLRA. The firm has been judged guilty of contempt three times by U.S. Courts of Appeal.

In another action, ACTWU accused Stevens of further NLRA violations involving workers at the company's Greenville, S.C., Whitehorse plants. NLRB Regional Director Reed Johnson in Winston-Salem, N.C., issued a complaint based on the union's charges that Stevens "interfered with, restrained and coerced" its employees in the exercise of their rights, and continues to do so.

Johnson scheduled a hearing on the charge for Feb. 8, 1977, before an NLRB administrative law judge in Greenville, S.C.

Stevens is accused of firing a worker for union activities, threatening employees with plant closure if the union came in, enforcing an invalid rule prohibiting workers from union solicitation on non-work-time in a non-work area, threatening an employee "that if she supported the union she should quit," and interrogating an employee about her position on joining a union.

Tariff Rate Quotas:

Shoe Unions Assail Mild Import Remedy

The International Trade Commission has recommended too mild a remedy to curb the excessive flow of shoe imports into the U.S. market, the presidents of two shoe worker unions said.

John E. Mara of the Boot & Shoe Workers and George O. Fecteau of the United Shoe Workers warned that the ITC's proposal would fail to effectively prevent low-wage foreign shoe imports from displacing additional American workers.

After a unanimous finding by the six-member commission that foreign imports were causing serious injury to U.S. shoe workers and producers, four ITC members called for the establishment of "tariff rate quotas."

This system would allow the importation of 265.6 million pairs of non-rubber shoes a year at the current low duty rate averaging about 10 percent. Imports above that quota would be taxed at 40 percent for the following three years, but the rate would drop to 30 percent in the fourth year and to 20 percent in the fifth. The quota would die after five years.

An estimated 400 million pairs of shoes were imported at 10 percent duty rate during 1976.

Expressing concern over the mild remedy suggested by the four commissioners, Fecteau and Mara said the tariff rate quota system "is inconsistent with the degree of serious injury found unanimously by the ITC."

They noted that the unions and U.S. shoe producers sought a more effective remedy in the form of quotas that would put an absolute ceiling on the volume of imports.

The proposed tariff-quota system would still permit foreign producers to deluge the American market with low-wage, poor quality shoes "at the expense of the jobs of American workers," Mara and Fecteau stressed.

In testimony at ITC hearings last month, union and industry representatives pointed out that expanding foreign imports over the past decade caused the closing of 274 American shoe plants and wiped out nearly 70,000 American jobs. While some of those workers managed to find jobs in other industries and others retired or died, about 27,000 remain unemployed, the union-industry group said.

Under provisions of the 1974 Trade Act, the President will have 60 days to review the ITC recommendation. If the President rejects or modifies the ITC's proposal, Congress can override the presidential decision and the commission's recommendation would go into effect.

The proposed quota is likely to have limited impact on European exporting countries, chiefly Italy and Spain, but should heavily affect such countries as Taiwan, South Korea and Brazil, whose exports to the United States have increased rapidly in recent years.

The Commerce Dept. reported that U.S. shoe imports during the first 11 months of 1976 amounted to 376.2 million pairs, valued at $1.3 billion. This is a sharp increase over the 290.4 million pairs, valued at $1 billion, that came into the U.S. market during all of 1975.

The recommendation of the ITC majority was more in line with the suggestions made at the December hearings by U.S. shoe retailers and importers. While the unions and domestic shoe manufacturers urged the commission to set direct quotas country by country and by shoe classifications, the retailers called for the quota-tariff system of allowing a certain amount of imports at the low duty rate.

Overman Heads Kansas AFL-CIO

Topeka, Kan.—John Overman, directing representative of Machinists District 70, has been elected president of the Kansas AFL-CIO by the state federation's executive board.

Overman fills the unexpired term of Carl Courter, who resigned to accept a position as a mediator with the Federal Mediation & Conciliation Service.

Meat Cutters Seeking Parity in Iowa Beef Pact

Chicago—The Meat Cutters have launched an all-out effort to raise wages in a new agreement at Iowa Beef Packers, Inc., to the level prevailing in the rest of the meat packing industry. Both wages and benefits at IBP are well below the average paid by other companies under union contract.

The existing contract covering 2,000 members at the IBP plant at Dakota City, Neb., expires Jan. 22. IBP also operates plants at West Point, Neb.; Emporia, Kan.; Amarillo, Tex.; Fort Dodge and Denison, Iowa; LuVerne, Minn., and Columbia Food Division plants at Wallula, Wash., and Boise, Ida.

The thrust of the campaign for wage parity is being spearheaded by a top-level committee of union, which pointed out that the substandard wage and benefit levels at IBP threaten the conditions of workers employed by other companies under union contract.

The situation at IBP is no longer tolerable, the union said, stressing that "economic justice for our members at Iowa Beef and those employed by other companies . . . leads us to one conclusion: 1977 is the year that IBP's low-wage and low-fringe benefit levels should come to an end."

Contract goals calling for fair and equitable wages and assistance in negotiations from the Federal Mediation & Conciliation Service underscore the union's hope of a just settlement, the Meat Cutters said.

It also expressed hope that IBP will agree to provisions that are fair to its employees and "will assure that neither cattlemen, the retailers, nor the public will suffer any inconvenience or hardship."

Iowa Beef is the nation's largest producer of pre-cut and packaged beef distributed by retail outlets.

Members of the IBP campaign committee appointed by Meat Cutters President Harry Poole are Sec.-Treas. Samuel J. Talarico, Vice Presidents John E. Boyd, Charles Hayes, Stephen Coyle, Leon Schachter, and District Director Irving Stern.

AFL-CIO Stimulus Plan:

$30 Billion Package Urged, Carter's Program Falls Short

(Continued from Page 1)

funds to help the nation's local governments emerge fully from the recession.

"The program should be built upon a solid base of job creation as the most effective way in which the federal government can provide the needed stimulus in terms of dollars and at the same time assure that each dollar has a quick and measurable impact on jobs and public investments vital to the nation's interest," the federation subcommittee said.

Members of the subcommittee are Presidents I. W. Abel of the Steelworkers, Sol C. Chaikin of the Ladies' Garment Workers, James T. Housewright of the Retail Clerks, Paul Hall of the Seafarers and Martin J. Ward of the Plumbers & Pipe Fitters, all AFL-CIO vice presidents.

The AFL-CIO program contrasts sharply with Carter's economic stimulation package. For one thing, labor's plan is weighted more to direct job-creating programs than to tax cuts. The Carter plan calls for up to $11 billion in tax rebates and special social security payments the first year, with a $4 billion permanent tax cut for low- and moderate-income persons.

Another major difference in the two plans is that the AFL-CIO program would pump $30 billion into the economy during the current fiscal year, rather than over a two-year period as in the Carter plan.

"No one program alone will be sufficient to put America back to work," the federation subcommittee said, "but direct federal programs such as public service employment and public works programs are more effective job creators than tax reductions." The stimulus from tax cuts and rebates, it said, would be far more costly and move at a much slower pace than the measures recommended by the AFL-CIO.

Reliance on tax cuts and rebates, as in the Carter plan, is the least effective method of stimulating the economy and reducing unemployment, the AFL-CIO declared.

Carter's program calls for $12 billion to $16 billion in economic stimulus during the current fiscal year and another $13 to $16 billion during the 1978 fiscal year. About 80 percent of the first year's measures are in the form of tax cuts, however. In the second year of the Carter package, spending on jobs programs would rise from less than 20 percent in fiscal 1977 to between 40 and 50 percent of the total annual cost.

In its statement, the federation subcommittee said it was "especially disturbed" by the 5 percent tax credit for corporations contemplated by the Carter Administration.

"As we understand the proposal outlined by Mr. Carter's aides, it amounts to a wage subsidy for already tax-pampered corporations," the panel said.

"Corporations need customers, not tax gifts," the AFL-CIO declared. "The programs we propose will make customers out of two million now jobless—and that is not only the humanitarian way to approach the problem, it is the common sense way."

Changes in corporate tax policies are the "least desirable" of any possible stimulative program, the subcommittee observed. "While business investment is important for the economic recovery, such investment will only be forthcoming if the economy is spurred to a vigorous growth in consumer demand."

Additional tax cuts to corporations would not lead to more business investment, the panel said, noting that the $5.2 billion cut in corporate taxes in 1975 had no substantial effect on new business investment. Furthermore, any permanent changes in tax rates ought to be tied to overall tax reform, the subcommittee warned.

The subcommittee rejected the argument that its jobs-creating measures would be inflationary, noting that 10 percent of the nation's workforce and 20 percent of its productive capacity remain idle as a result of the worst recession since the 1930s.

Details of the federation's economic-stimulus program:

- Expansion of the existing accelerated public works program passed last August over President Ford's veto. A $10 billion expansion in this program would create jobs quickly and help hard-pressed state and local governments make necessary improvements, the AFL-CIO declared. Each $1 billion spent would create about 40,000 jobs directly and about 20,000 more indirectly, it said.

Some 25,000 proposals for public works projects amounting to $24 billion already have piled up at the Commerce Dept., the legislative subcommittee observed. It pointed out that all must be started within 90 days after approval.

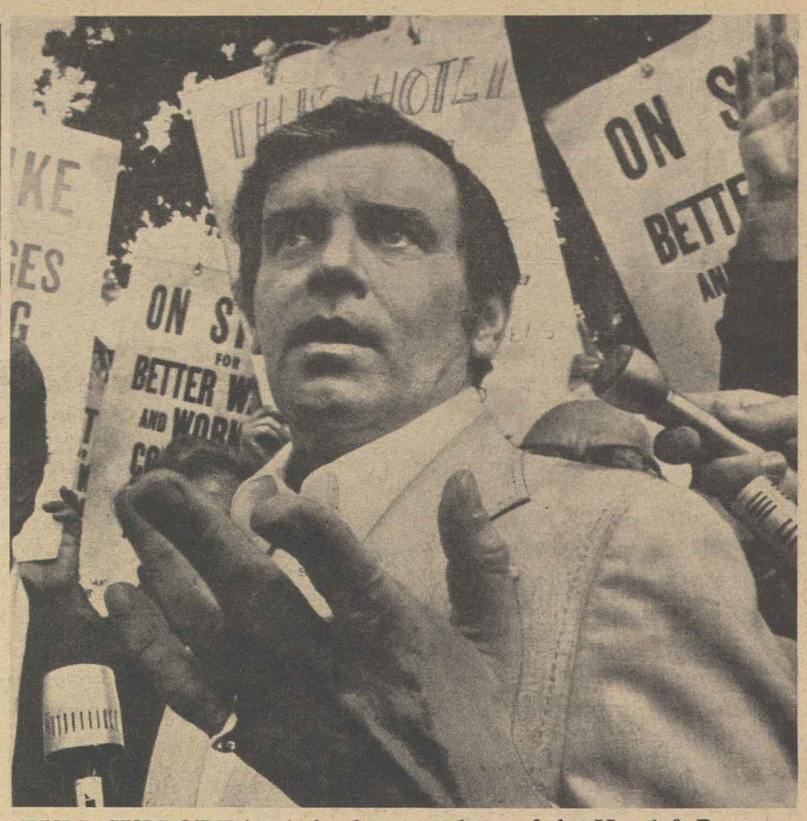
- Expansion of public service employment under Title 6 of the Comprehensive Employment & Training Act. Currently, $2.8 billion is appropriated and some 260,000 workers are employed under Title 6. An additional $8 billion would expand the program to provide 800,000 additional jobs at the state and local level.

- An $8 billion expansion of federal housing programs to alleviate the nation's housing shortage. The AFL-CIO recommends the appropriation of $5 billion already authorized for the contribution of "tandem plan," below-market interest-rate financing.

In addition, the federation recommended $3 billion in legislative authority and budgetary appropriations for subsidized housing. The funding would provide for starts of new and rehabilitated housing concentrated among elderly and low-income Americans and account for an estimated 325,000 additional jobs.

- A $2 billion expansion of youth employment and training programs to alleviate the special unemployment problems of young workers. Existing programs such as the Jobs Corps and summer youth programs could be stepped up to produce about 250,000 new jobs, the AFL-CIO said.

- An additional $2 billion to help alleviate the impact of the recession on the nation's state and local government. Such cyclical aid is given local governments to help them maintain basic services and avert layoffs of public employees. The subcommittee estimated this kind of assistance would save some 100,000 jobs in financially pressed local communities.



FULL SUPPORT is pledged to members of the Hotel & Restaurant Employees on strike against Miami Beach resort hotels by Edward T. Hanley, the union's president. Hanley announced on the picket line that the international has allocated $200,000 to fund weekly strike benefits, and that more funds would be available for strikers if needed.

Miami Hotel Strikers Pledged Full Support

Miami — President Edward T. Hanley of the Hotel & Restaurant Employees pledged to striking workers at resort hotels here and in Miami Beach the "full support," both financial and moral, of the international union in their strike for higher wages and improved fringe benefits.

Hanley, who is taking part in the negotiations with the hotel owners, said the international would provide Local 355 with $200,000 in strike funds. More will be provided if needed, he said.

Meanwhile, the strike that began on Christmas Day spread to a ninth large hotel, the Beau Rivage in Bal Harbour. Maids, bartenders, bellhops, waiters, and other hotel service workers left their jobs on Jan. 10, and set up picket lines.

A major issue in the dispute is over the return of strikers to work without reprisal from the owners. Some of the struck hotels have taken advantage of Florida's so-called "right-to-work" law that permits the hiring of non-union employees during strikes.

Local 355 is seeking to renew a contract that expired last September. The union seeks a three-year agreement providing pay increases ranging between 12 and 13 percent in the first year, 9 and 10 percent the second, and an unspecified amount in the third year.

Union negotiators also want increased hospitalization insurance, a guaranteed $1.50 tip for maids working conventions and tour visits, and a $3 per month per worker employer contribution toward a group legal services program.

Of the 32 hotels represented by the South Florida Hotel & Motel Association, a total of 17 have reached agreements with the union. Some 10,000 workers are affected by the dispute.

Hotels and resorts involved in the strike are the Doral Country Club, the Doral, Sheraton Four-M Ambassador, DuPont Plaza, Carillon, Eden Roc, Deauville, Shelbourne, and the Beau Rivage.

Budget Panel Chairman Stresses Jobs Priority

The influential House Budget Committee will be a more liberal body in the 95th Congress and will be headed by a chairman who told reporters that his first concern is the nation's unemployed.

All seven new members added to the committee by the Democratic caucus are considered likely to support job-creating programs. And one of the more conservative Democrats on the committee during the previous Congress lost out in a bid for reappointment.

As chairman, the caucus picked Robert N. Giaimo of Connecticut —by a 139-129 margin over Thomas L. Ashley of Ohio. Brock Adams of Washington, who was chairman in the 94th Congress, has been named Secretary of Transportation in the Carter Cabinet.

The new Democratic committee members are Representatives David R. Obey (Wis.), Joseph L. Fisher (Va.), Donald M. Fraser (Minn.), William Lehman (Fla.), Paul Simon (Ill.) and Norman Y. Mineta (Calif.), with a combined COPE record of 373 "right" to 53 "wrong" votes, and freshman Jim Mattox (Tex.).

By contrast, Republicans filled vacancies with four conservatives with a COPE record of 61 "right" and 300 "wrong" votes. The GOP additions to an already solidly-conservative Republican membership are John H. Rousselot (Calif.), John J. Duncan (Tenn.), Clair W. Burgener (Calif.) and Ralph S. Regula (Ohio).

Democrats hold a 17-8 majority on the Budget Committee.

Still to be acted on are the members and chairmen of other committees, who have been nominated by the Democratic Steering & Policy Committee but must still be elected by the full Democratic caucus.

Several challenges are expected to the Steering Committee recommendations, including a contest over new appointments to the Ways & Means Committee. The committee deals with taxation, health security, unemployment insurance and social security.

Nominations to the House Rules Committee, another influential committee, are made by the Speaker of the House. The choice of Speaker Thomas P. O'Neill, Jr., for chairman was James J. Delaney of New York, the senior member. He replaces Ray J. Madden of Indiana, who is no longer in Congress.

AFL-CIO's Program To Stimulate Economy

	Added Spending (in billions)	Additional Jobs
Accelerated Public Works	$10	600,000
Public Service Employment	8	800,000
Housing Programs	8	325,000
Youth Employment and Training	2	250,000
Countercyclical Funds for State and Local Government	2	*
Total	$30	1,975,000

** This program is geared to maintaining services and averting public employee layoffs. It would save some 100,000 jobs in financially pressed local communities.*

Wholesale Price Index Up Sharply

(Continued from Page 1)

November average for items in this category.

Industrial commodity prices, however, rose only three-tenths of 1 percent in December after jumps of 1 percent in November and 1 percent in October. The smaller rise for industrials was partly due to a decline for the fuels and power group, BLS said.

Prices for natural gas turned down sharply after increasing rapidly for several months. Also, prices of rubber and plastic products, textile products and apparel, chemicals, and miscellaneous products rose less than in the previous month. Prices for metals and metal products and lumber and wood products rose more than in November, however.

Among farm products, prices rose sharply for hogs and live poultry after decreasing for several months, BLS said. Prices for fresh and dried fruits and vegetables also rose after declining in November, while prices of green coffee, cocoa beans, and tea rose more rapidly than in the previous month.

In the processed foods and feeds group, prices for roasted coffee, pork, and fish rose at a faster rate than in November. Prices for processed poultry also went up after declining the month before.

Changes in wholesale prices generally are reflected at the retail level in weeks or months depending on the item.

'The Solution Is Jobs'

WE HAVE REVIEWED the economic stimulus program announced by President-elect Jimmy Carter. While many of the details have not been revealed, the general size, shape and timing of Mr. Carter's proposals are clear.

We believe the two-year package is too small, takes too long and is too ill-advised to give the economy the stimulus it needs. We consider this a retreat from the goals which we understood President-elect Carter to have set during last year's campaign.

America's key economic problem is unemployment and the solution is jobs. Reliance on tax cuts and rebates, instead of job-creating legislation, is to use the least-effective method. The stimulus from these tax cuts and rebates is far more costly and moves at a much slower pace than the program we recommended.

We are especially disturbed by the corporate tax gift contemplated by the new Administration. As we understand the proposal outlined by Mr. Carter's aides, it amounts to a wage subsidy for already tax-pampered corporations. It is a gift without any guarantee that additional jobs would be created. Corporations need customers, not tax gifts.

The programs we propose will make customers out of two million now jobless—and that is not only the humanitarian way to approach the problem, it is the common sense way.

We reject the argument that putting America back to work is inflationary when 10 percent of America's workforce and 20 percent of the nation's productive capacity lies idle. This is the economic stimulus program the AFL-CIO will submit to the Congress in order to reduce unemployment:

A major federal initiative, of at least $30 billion in federal job-creation programs, is needed to make any dent in the unemployment picture this year. Such stimulus would amount to about 1.5 percent of 1977 gross national product and represent an increase in federal budget outlays of less than 10 percent.

The program should be built upon a solid base of job creation, as the most effective way in which the federal government can provide the needed stimulus in terms of dollars and at the same time assure that each dollar has a quick and measurable impact on jobs and public investments vital to the nation's interest.

Changes in corporate tax policies are the least desirable and the least effective of any possible stimulative program. While business investment is important for the economic recovery, such investment will only be forthcoming if the economy is spurred to a vigorous growth in consumer demand. Additional tax cuts to corporations, especially in view of the large business tax cuts made during the last eight years, would not lead to more business investment. As a matter of fact, the $5.2 billion cut in corporate taxes in 1975 has not had any substantial impact on new business investment.

Therefore, the AFL-CIO supports a federal stimulative program of $30 billion in direct job-creating programs, consisting of $10 billion in accelerated public works, $8 billion in additional public service employment, $8 billion in housing, $2 billion in youth employment and training programs, and $2 billion in state and local government countercyclical funds. The result would be nearly two million additional jobs.

—From a statement by the AFL-CIO Executive Council Legislative Subcommittee.

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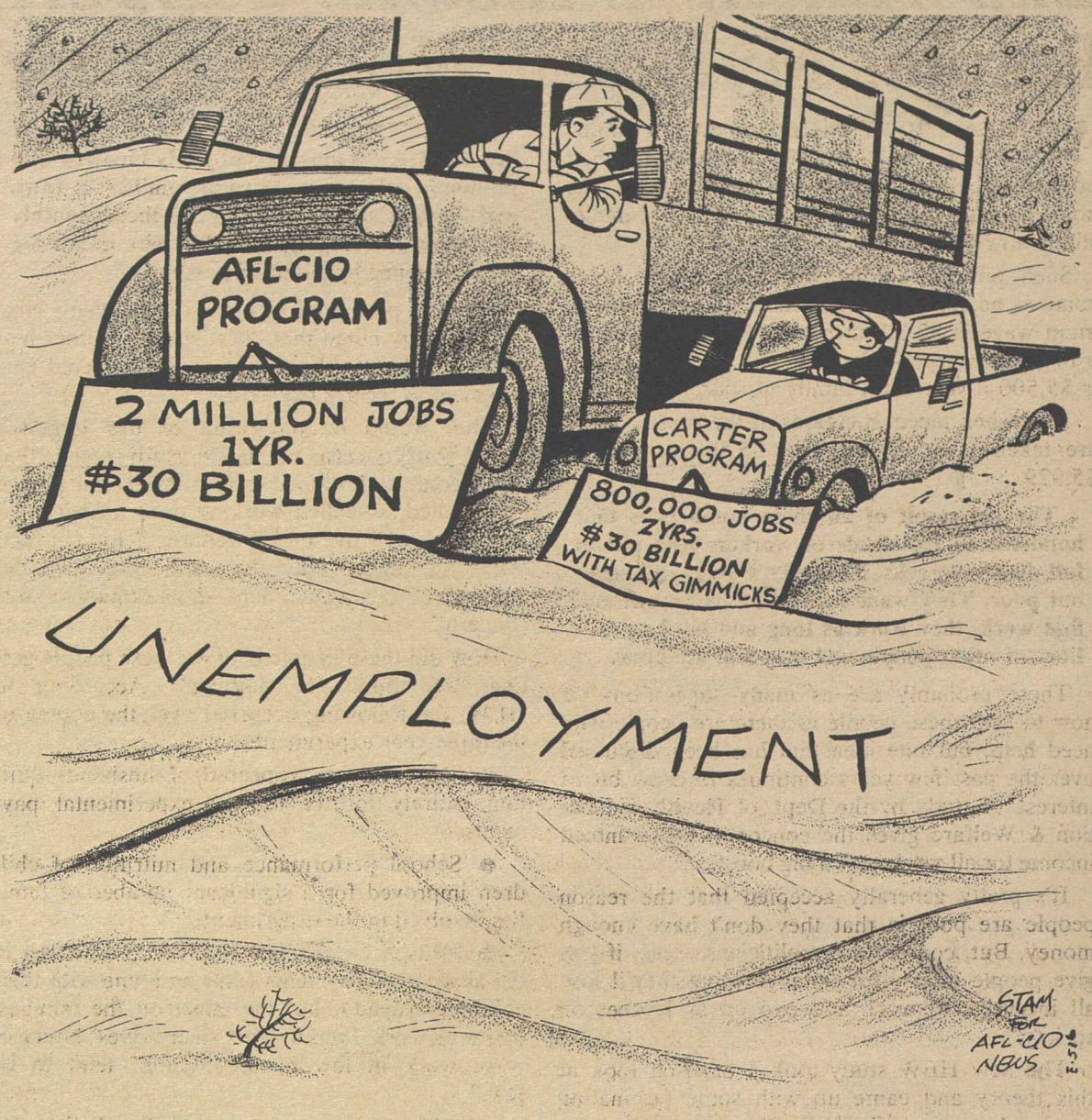

Looking at the Record:

McCarthy Disputes Columnist On Political Spoiler Charge

By Gus Tyler

EUGENE J. McCARTHY, former senator from Minnesota and recent candidate for president on an independent ticket, has written me a letter in reply to a column I did on his proposal to organize a "third party" by joining hands with a collection of assembled conservatives in the George Wallace, Buckley, et al. camps.

McCarthy's move would not have been newsworthy if he were just another conservative. But, for more than 20 years, the man from Minnesota was a consistent liberal in both House and Senate. Hence, his turn-around seemed noteworthy.

In trying to explore his motives, I noted that in 1960 he had ingratiated himself (he thought) with Johnson by making a nominating speech for Adlai Stevenson that was really part of a stop-Kennedy move; that he (McCarthy) expected the vice presidential nod from LBJ in 1964; that, in disappointment, he lent his name to the New Left in 1968; and that he has been playing the spoiler since.

By my own fairness doctrine, I now turn the floor over to Gene who writes:

"Dear Gus,

I know there is little profit in writing to newspaper editors or columnists. . . . I'm breaking my rule in your case, regarding your piece . . . entitled 'McCarthy Wants 3rd Party—No Matter What Kind It Is.'

I will not go into your misrepresentation of my conception of open politics and independent political movements, or the development of policies of more than two parties. I will note, however, three points which are beyond confusion. . . .

1. Your statement regarding my nomination of Adlai Stevenson is absolutely false.

2. The statement that, after Johnson became president, I felt the number two spot was owed to me, again, is absolutely false.

3. You state that in 1968 I was the front man for the New Left, this is also false and you should know that.

Best wishes, (signed) Gene McCarthy."

For the record, it is proper to have McCarthy's comments in the public prints.

On the first point, historians should have his view to weigh it against the testimony of the rather sizable group that was at work in 1960 to stop Kennedy.

On the second point, it is McCarthy's view of his own motivations against the view of all those who watched him work expectantly to nose out his fellow Minnesotan, Humphrey, in 1964.

On the third point, the public record is only too clear for all those who watched the New Left settle on McCarthy after shopping around for a man to carry their anti-Vietnam banner against LBJ and, later, against HHH.

Perhaps McCarthy, like most folk, is not the best judge of his own deepest motivations.

Most important, however, he did not take the opportunity to deny the main point of my story; namely, that he is talking about a third party with a conservative base.

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Meany Condemns Backdown by France

AFL-CIO President George Meany declared that "the cowardly action" of the French government in freeing Abu Daoud, the Palestinian militant suspected of having planned the attack on Israeli athletes at the 1972 Olympic Games in Munich, "merits the contempt of the civilized world." Seventeen persons were killed in the attack.

"In what amounts to recognition of terrorists," Meany said, "France has demonstrated more concern for pleasing the Arab oil blackmailers and insuring sales of aircraft to Arab nations than it has shown for human lives and human decency.

"The United States of America must make clear to the government of France and every other free nation that this country will never give support or sanction to terrorists or tolerate those who do."

Job Incentives Sustained:

Experiment in Income Support Refutes Myths on Working Poor

AMERICA TODAY has an estimated 3 million "working poor"—people who, despite their proven willingness and ability to hold jobs, take home so little money that they and their families still live in poverty.

Such poverty among working people should come as no surprise. While the federally set minimum wage is $2.30 an hour—$4,784 a year for a full-time worker—the federally set poverty line is $5,500 a year for a family of four.

And when recent increases in the cost of living are taken into account, that $5,500 actually is $5,929.

The net result of all these numbers is that hundreds of thousands of workers who put in full 40-hour weeks, 52 weeks a year, still come out poor. They want to work, they go out and find work, they work as long and hard as millions of other people and they still are poor.

There probably are as many suggestions on how to help these people as there are people who need help, but one idea that has been discussed over the past few years continues to draw broad interest. A study by the Dept. of Health, Education & Welfare gives the concept—a guaranteed income for all workers—a big boost.

It's pretty generally accepted that the reason people are poor is that they don't have enough money. But, conservative politicians argue, if you give people money for doing nothing they'll lose all incentive to work and end up as leeches on society.

The new HEW study took a head-on look at this theory and came up with some fascinating results. In a nutshell, HEW found that if regular cash grants were given to working poor people, the overwhelming majority of them would continue to hold down jobs just as before—they'd just live a more decent existence.

The HEW study was titled the Rural Income Maintenance Experiment—a social experiment in negative taxation. The rural study was a follow-up to a similar investigation conducted a few years earlier in New Jersey involving urban workers. The results of both studies were remarkably similar.

Using a variety of formulas based on family income, HEW's most recent study involved 809 randomly selected poor rural families in Iowa and North Carolina. HEW gave them monthly cash grants averaging $125, thereby increasing family income by about 25 percent.

Unlike a plan once advanced by Richard Nixon, the study noted that "participants neither had to register for work nor . . . accept offered employment to receive payments."

What would be the result of this largesse? There was concern, the HEW study noted, that "an income-conditioned cash transfer will induce able-bodied, so-called working poor husbands to 'quit work and live off of welfare.' " But, in fact, HEW announced after the results were in, "the findings of this experiment should mitigate this concern."

How did these people behave, these people getting "something for nothing?" According to HEW, the following occurred over the course of the three-year experiment:

- "No evidence appeared of husbands quitting entirely to live on the experimental payments."
- School performance and nutrition of children improved for a significant number of families involved in the experiment.
- "Wives (were) less likely to work than in the absence of payments (staying home with their children instead), but the effect on the families' hours of work (was) small since wives' hours of wage work in low-income families tend to be few."
- "Slight evidence appeared" that the benefits improved "psychological well-being, presumably through providing a greater sense of security to participants."

There is little argument that there are some basic flaws in the nation's welfare system. Whatever the solution—be it direct cash assistance as in the HEW experiment or some other method—there can be little question that people willing to put in 40 hours doing work that is useful to society deserve something better than a life of poverty. **(PAI)**

More Than Conservation Needed:

Nation Lacks Energy Policy In Face of Worsening Crisis

DESPITE CLEAR EVIDENCE that the energy crisis is worsening, the United States has yet to shape the kind of policy needed to fuel a vigorous and growing economy, AFL-CIO energy specialist Frank Pollara warned.

Stressing that such a policy must deal effectively with guaranteeing a secure source of oil and natural gas in the immediate and short-range future, Pollara urged that conservation measures be the cornerstone of that policy. He said the Ford Administration's attempt to force conservation through higher consumer prices has failed, noting that although the prices of gasoline, heating oil and electricity have "practically doubled . . . there has been no significant reduction" of use.

Pollara, who is a special assistant to the AFL-CIO officers, said that "mandatory legislation" aimed at better-mileage automobiles, machines and appliances that use less energy and more efficient building insulation would be far more effective than pricing consumers out of the market.

But "conservation, by itself, is not going to solve our energy problem," Pollara stressed. "We must increase, as well as conserve, our supplies."

Questioned by reporters on the network radio interview Labor News Conference, Pollara predicted that over the next 20 to 30 years, coal and nuclear power will "gain increasing importance as the two basic sources of energy." These fuels, mined and used under effective regulations, can produce environmentally clean energy, he said.

If there were to be another oil embargo, he said, "we would be in far worse shape as a nation than we were in 1973." At that time, he said, the U.S. was importing less than 6 million barrels of oil a day. Today the nation imports more than 7 million barrels daily, he noted.

Conservation must be the cornerstone of any energy policy that is shaped, Pollara said. But conservation by itself will not solve the country's energy problems.

For the longer term, America needs to concentrate on development of other energy sources, such as solar, geothermal, liquefaction and gasification of coal and biomass, he said. "Any one of these might well prove to be the energy of the future," he added.

"But for the immediate future—the next 15, 20, or 30 years or so—coal and nuclear are the energy sources that we will have to depend on to replace our declining supplies of oil and natural gas," he said.

Pollara said the era of cheap fuel is over and that fuel bills will continue to rise.

"I would say that gasoline prices are going to continue to rise—I see increasing prices ahead for all forms of fuel.

"Unfortunately, price ceilings have been lifted on heating oil, and heating oil prices have now risen above what they would be under controls," said Pollara, noting that the Ford Administration is also proposing to lift controls from gasoline.

Pollara rejected the contention of "many of the opponents of conservation that we must increase our energy supplies at least as fast as our growth" to maintain our living standards. Labeling that theory a myth, he cited the findings of a Ford Foundation study that the United States could stem the "growth of energy usage" by as much as 4 percent and still have a growing economy, a prosperous economy and full employment.

By Press Associates, Inc.

WHY IS IT THAT almost all those oil tankers that have been foundering in American coastal waters recently and dumping their gooey messes along the shores seem to be from Liberia? That's the West African nation that has no natural harbor but "operates"—on paper, at least—the largest merchant fleet in the world.

Well, for 40 years American maritime laws specifically have stated that the nation shall maintain an adequate American-flag merchant fleet owned, operated and manned by American citizens.

But the lawyers and corporate executives of the big international oil companies long ago figured out how to create a foreign subsidiary, sell their tankers to it and hoist foreign flags on the runaway ships. They frankly admit it's much cheaper that way. By getting around American law, the American shippers of foreign goods into American ports can avoid American taxes, American wages and American safety standards.

For as many years as there have been maritime laws on the books, American labor has been warning the Congress and various administrations—Democratic and Republican—that the nation must act to save its merchant marine.

Organized labor has warned repeatedly that the disappearance from the high seas of the American merchant marine created a serious threat to national security, to American jobs and to the tax revenue of the Treasury Dept. Congress and various administrations have listened politely but have done virtually nothing about it.

During World War II, this nation built up its merchant marine to the extent that it may be truthfully said that U.S. ships carrying U.S. troops and supplies saved the free world from being overrun by Hitler, Mussolini and the Japanese warlords. But when the war ended, most of the merchant fleet was put in "mothballs." And there it has remained to rust and rot away.

The oil lawyers and corporate executives have argued that national defense needs are adequately protected by what they call "effective control" of the foreign-flag ships by Americans. The "flag of convenience" arrangement goes all the way back to 1944, when Edward R. Stettinius, Jr., was Secretary of State under President Franklin D. Roosevelt. Needless to say, the "arrangement" has been tremendously profitable to shipping interests and the producers of oil and steel, as well as a number of other products.

ONE OF THE PRACTICES of the oil lawyers and corporate executives over the past quarter century has been to transfer American-owned ships to foreign registry under this "flag of convenience" arrangement. The result has been that the United States has virtually no merchant marine left and the vast majority of merchant ships that enter American ports fly the flags of such nations as Liberia, Panama and Honduras.

Critics of the "flag of convenience" arrangement—such as the AFL-CIO Maritime Trades Dept.—argue that many of the foreign-flag ships are permitted to operate until they break down and that their multinational crews and officers are ill-trained, undermanned and sometimes unlicensed.

This is not to say that all of these foreign-flag ships are in bad shape; they are not. It is to say that the United States has little or no control over the operation of such ships in American waters and has uncertain access to them in a national emergency.

And as far as the labor movement is concerned, there is every reason in the world to be alarmed over the loss of maritime jobs and skills. U.S. companies know they can man foreign-flag ships with non-European and non-American seamen who get $120 a month (with virtually no other benefits) as compared with American seamen who receive $700 or more a month, plus fringe benefits.

Hopefully, the current Senate Commerce Committee investigation into oil tanker groundings and breakups will be a first step toward new legislation in the 95th Congress that will put the United States back in charge of its shipping once again.

DESPITE THE WORSENING energy crisis, a national policy still needs to be shaped to sustain a vigorous and expanding economy, Frank Pollara, center, said on Labor News Conference. Pollara, special assistant to the AFL-CIO officers, was questioned by Michael Posner, left, of the Reuters news agency and Justin McCarthy of Press Associates, Inc. The program is aired Tuesdays on Mutual radio.

THE AFL-CIO SOCIAL SECURITY Committee reviews prospects for social security and related legislation in the new 95th Congress. Some of the committee's 16 members are shown here with Machinists President Floyd E. Smith, chairman, and Bert Seidman, director of the AFL-CIO Dept. of Social Security, at right. Also on the agenda were discussions of the White House Conference on Handicapped Individuals to be held in May, welfare reform, and social insurance programs.

Trade Commission Told Imports Threaten U.S. Color TV Industry

Chicago—More U.S. color television plants will be forced to shut down, causing the layoffs of thousands of additional American workers unless federal action is taken to stem the flow of imports from Japan, union and industry representatives warned.

Testifying at regional hearings of the U.S. International Trade Commission here, a union-industry coalition said rising foreign imports threaten the survival of domestic color TV manufacturing.

Witnesses presented data to the ITC showing that color TV imports have surged from a 16 percent share of the U.S. market in early 1975 to more than 40 percent by the end of 1976.

The thrust of the testimony was presented in cooperation with COMPACT—the Committee to Preserve American Color Television—which includes the AFL-CIO Industrial Union Dept., nine of its affiliates, and five American manufacturers of TV sets and components.

IUD Sec.-Treas. Jacob Clayman, a co-chairman of COMPACT, told the hearing panel that "the men and women who are or were employed in this industry are hurt, angered and confused by our government's inaction in the face of a relentless onslaught of imports."

In filing for an ITC investigation of color TV imports earlier, Clayman said that many of the 65,000 jobs in the American industry had already been wiped out by the foreign takeover of the U.S. market.

Under provisions of the 1974 Trade Act, the petitioners must prove that the imports are causing "serious injury" to the industry and its workers before the ITC can recommend a remedy to the President. The President can accept, modify or reject the recommendation, although Congress has power to override a rejection.

The union-industry coalition is seeking to have a quota imposed on the color TV imports.

Allen W. Dawson, executive vice president of Corning Glass Works and co-chairman of COMPACT, warned in his testimony that unless there is action to limit imports, "this nation will gradually become a giant warehouse filled with imported goods that no one can afford to buy."

Other industry representatives said more production jobs will be lost with the collapse of the U.S. color TV manufacturing as the Japanese exporters threaten to take monopolistic control of the American market.

Richard Deason, business manager of Local 1031 of the International Brotherhood of Electrical Workers, told the hearing that membership of his local in the Chicago area dropped from 30,000 to 15,000 in four years due to layoffs caused by TV imports.

And President Donald Ray of Flint Glass Workers Local 1006 described the hardships of his 1,500 members in Albion, Mich., after the closing of a Corning Glass Works plant.

"Every day in Albion I see the suffering caused when American jobs are sacrificed to unfair foreign competition," Ray observed.

The testimony of Amory Houghton, Jr., board chairman of Corning, underscored Ray's observations in noting the severe economic impact that the plant closing has had on the community of 12,000.

"To frame the issues confronting the U.S. television industry today in terms of free trade versus protectionism is not only grossly inaccurate, but insensitive to the plight of thousands of skilled craftsmen," Houghton stressed.

Clayman stressed to the hearing panel that adjustment benefits for workers laid off because of imports will not solve the trade problem. Unions look on adjustment assistance as "death benefits" for lost jobs, he said.

He pointed out that workers are also consumers and would have to pay for adjustment assistance and unemployment benefits for lost jobs through their taxes.

"As consumers, we do not like the idea of paying a tax bill that appears to total more than $20 billion to support each additional percent of unemployed," Clayman stressed. "I cannot imagine that there are any savings to consumer-taxpayers that can be realized by giving up our color TV industry."

Mayors Score Allotment Of Public Works Grants

The U.S. Conference of Mayors charged that the Ford Administration's plan to distribute nearly $2 billion for public works projects favors grants to less-populated suburbs over larger cities with high unemployment rates.

The mayors' conference has asked Congress to investigate the planned disbursement as outlined in December by the Commerce Dept.'s Economic Development Administration. Congress passed the public works appropriations bill over President Ford's veto.

Several large cities, such as Pittsburgh and Seattle, are being totally ignored and others will receive only token grants, the mayors' group pointed out.

Mayor Kenneth A. Gibson of Newark, N.J., president of the conference, said that a review of the grants clearly shows smaller jurisdictions are receiving a disproportionate share of the funds.

As an example, he pointed out that Palm Desert, Calif., with a population of less than 5,000, received a $2 million grant. But Pittsburgh, with a population of more than 500,000, is scheduled to receive nothing.

In addition, Gibson said, three large cities in the state of Washington—Tacoma, Spokane and Seattle—will receive nothing, while the town of Bonney Lane, Wash., with a population of less than 3,000, is in line for a $3.8 million grant.

Among other larger cities not scheduled to receive public works grants are Toledo, Ohio; Yonkers, N.Y.; Chattanooga, Tenn., and Oklahoma City, Okla.

Also left off the Commerce Dept.'s list for grants is Scranton, Pa., which according to a recent survey by the AFL-CIO Building & Construction Trades Dept., had 28.2 percent of its building trades workers unemployed.

The Commerce Dept.'s Economic Development Administration was supposed to allot public works funds according to a locality's unemployment rate and population, Gibson said.

But EDA, Gibson charged, resorted to a "stacked logarithm approach" on top of other criteria, "which tilted the allocation of funds to smaller units of government, rather than the real scale of need."

Applications for public works funds from large and small localities totaled $24 billion. Legislation that has the support of the House leadership in the new Congress would pump an additional $4 billion into accelerated public works funding.

Labor Cites Problems:

Senate Units Plan Draws Objections

(Continued from Page 1)

mittee which concerns itself with long-range economic planning," Biemiller stressed. He said it would be "a mistake" to merge it with the Budget Committee as the Stevenson panel proposed.

Biemiller also expressed the objection of AFL-CIO unions to abolishing the Post Office & Civil Service Committee and making it part of a catch-all Governmental Affairs Committee whose jurisdiction would range from freedom of information to supervision of congressional office buildings.

He said the existing committee has an impressive record of innovation and accomplishment in the specialized areas of federal pay comparability, civil service retirement, postal reorganization and oversight into the operations of the U.S. Postal Service and the federal civil service.

The AFL-CIO also saw no reason for moving jurisdiction over regional economic development programs to the Agriculture Committee. The logical place, Biemiller said, would be in the proposed Environment & Public Works Committee which would have jurisdiction over other public works functions.

Biemiller exepressed puzzlement over limitations on the proposed Human Resources Committee, which would embrace most of the jurisdiction of the present Labor & Public Welfare Committee.

"It makes no sense" to carve out the Bureau of Labor Statistics and shift its supervision to the Committee on Government Affairs, Biemiller said. That would make it the only Labor Dept. agency that falls under a separate Senate Committee.

Likewise, Biemiller opposed further fragmentation of jurisdiction over pension legislation by giving the Budget Committee "policy oversight" over public and private pension programs. He noted that there already is a Joint Pension Task Force that includes staff members of both the Senate Labor Committee and the Senate Finance Committee.

Other sections of the AFL-CIO statement were critical of proposed jurisdictional shifts involving irrigation and reclamation programs and atomic energy development and regulation.

A division of atomic energy matters between two or more committees could prove "a significant hindrance" to achievement of energy independence, Biemiller said.

The AFL-CIO made clear, however, its endorsement of the concept of reducing the number of Senate committees and subcommittees and its backing of various procedural changes that have been recommended by the Stevenson panel.

These included flexibility to set up ad hoc committees to deal with legislation that falls within the jurisdiction of two or more Senate committees. Also praised was a plan for computer aid in scheduling meetings to minimize conflicts with other committees on which the same senators serve.

Besides reducing the number of Senate committees by about half, the plan being considered by the Rules Committee would cut down substantially on the number of subcommittees.

Biemiller noted that the number of subcommittees has more than tripled since the last major restructuring, in 1947.

Meany Cites New Threats To Job Safety

(Continued from Page 1)

routine inspections by OSHA compliance officers.

The decision by the three-judge panel, Meany said, "is totally contrary to the long established principle that no employer has any constitutional right to kill or injure workers."

The judges ruled last month that OSHA inspections of workplaces without a warrant violate the Fourth Amendment to the Constitution. And the U.S. District Court for Idaho has since rejected a request by Labor Sec. W. J. Usery, Jr., to stay the ruling.

As a result of the injunction, OSHA has ceased all inspections of workplaces in Idaho.

Meany said the federation "will take all steps necessary" to assure that the government will have the right to make job safety inspections.

"The AFL-CIO can not and will not remain silent," Meany stressed, "while workers are killed or injured because of profit and loss charts, or because any employer believes he has the sole, unsupervised right to determine the health and safety conditions under which his employees work."

AFGE Turns on Heat To Win Safety Battle

The federal government finally found a better way of getting up steam, but it took a lot of prodding from a union to bring it about.

Employees of the General Services Administration—the government's housekeeping agency—no longer have to scamper to safety after having touched off a roaring blaze with a torch made of a broom handle tipped with oil-soaked rags and applied to coal that had been drenched in igniter fluid. That's the way four of the steam boilers used to heat GSA buildings in Washington had been started—until the Government Employees intervened.

The person applying the torch had 32 seconds to escape by climbing a six-foot ladder and the AFGE and its safety director, Ted Merrill, insisted that there had to be a safer way.

A representative of the Occupational Safety & Health Administration was called in after the AFGE's repeated protests and recommended that the agency find a means of igniting the coal by "remote operation." He said the "by-the-book" method that GSA had used for some 43 years was "spectacular" but also hazardous.

The agency then tried to get the union off its back by using supervisors to do the job, but the AFGE took the position that even supervisors are not for burning.

The government agency then conceded, and agreed to put into effect immediately a new boiler lighting method that does not involve direct contact.

Differed with Strategy:

Marshall Urged More Jobs; Opposes Lower Youth Wage

(Continued from Page 1)

Programs to achieve this, he pledged, would be given "the highest priority" in the Dept. of Labor.

The secretary-designate gave soft-spoken, polite and firmly unequivocal replies to a series of pointed questions from conservative senators, principally Sen. Paul Laxalt (R-Nev.).

Didn't he agree that the minimum wage is an obstacle to youth employment, Marshall was asked, and would he try to work with organized labor to obtain a waiver of the minimum wage for people in the 16-24 age bracket?

"No," Marshall replied, he doesn't favor a lower minimum wage for youth and he sees no advantage in the resultant increase of unemployment among older workers so that younger workers could be hired at lower pay.

Did he have a position on repeal of the right-to-work Section 14(b) of the Taft-Hartley Act, Laxalt asked.

"Yes sir, I favor repeal of Section 14(b)." He noted that unions are required to give fair representation to all workers in the bargaining unit, members or not, and he saw no reason why all workers shouldn't share the cost of representation.

Further, Marshall said, he doesn't think states should use anti-union positions to attract industry—as has been the case with "right-to-work" laws.

He agrees with the construction industry picketing and collective bargaining bill that former Labor Sec. John Dunlop put together—the measure that resulted in Dunlop's resignation after President Ford broke his word and vetoed it. In reply to a further question, Marshall said he would also favor common site picketing rights in a separate bill even though he preferred the package.

On the minimum wage, Marshall thinks the $2.30 pay floor should be raised "to at least $2.70," just to compensate for inflation, and he would study the pros and cons of moving it up to $3.

He questions the requirement for economic impact statements before job safety and health standards can be set—a requirement imposed and extended by an Executive Order of President Ford.

Marshall said also that he considers consumer boycotts a legitimate union weapon, noting that no one is compelled to comply with a union's request not to buy a product.

Apart from job creation, Marshall gave this list of priorities if he is confirmed as Secretary of Labor: To combat discrimination; to improve productivity as a means of improving real income and achieving full employment without inflation; protection of worker safety and health; development of job training opportunities to meet the nation's needs; more effective matching of workers and jobs by the employment service; strengthening of collective bargaining in both the private and public sectors; representation of his views to the President "to present the strongest case I can to reduce unemployment;" improve the management of the Dept. of Labor.

In response to questions, Marshall refused to endorse a blanket ban on public sector strikes, either in the federal government or state and local governments. He stressed the need to develop alternatives, especially in the public safety area.

He believes in collective bargaining in the public sector, Marshall said, and "the only way bargaining can work is if one side doesn't have complete control."

Marshall said, however, that he has not as yet formed an opinion as to whether local and state workers should be brought under the National Labor Relations Act.

He told the committee that he has separated himself completely from two government and foundation-aided research centers which he had helped found and, to avoid any possible conflict of interest, would not return to either after his term as Secretary of Labor.

He stressed that he will retain his concern over the problems of rural poverty and he considers improving conditions in rural areas an important element in solving problems of the cities. People should have the option to stay in rural areas, he urged, and not be forced to city slums out of necessity.

Marshall told questioners that he doesn't consider his role to be an "advocate" of organized labor's positions. In the past, he said, he has enjoyed a "good, long and continuous" relationship with many unions and the AFL-CIO. He considers it his obligation to "listen" to the views of both labor and employers. He expects disagreements, "but I don't expect that to rupture relationships."

Marshall's appointment was praised by Committee Chairman Harrison A. Williams, Jr. (D-N.J.), ranking minority member Jacob K. Javits (R-N.Y.) and other committee members. He was formally introduced at the hearing by his home state senator, Lloyd Bentsen (D-Tex.).

The Labor Committee and the full Senate is expected to act on confirmation soon after President Carter's inauguration, when his Cabinet selections will be formally submitted to Congress.

AT CONFIRMATION HEARINGS on his scheduled appointment as Secretary of Labor, F. Ray Marshall tells the Senate Labor Committee that he considers reducing unemployment the nation's most pressing problem and favors government spending for direct job-creation, rather than tax cuts.

Meany Hits Outsiders On Steel Election Funds

AFL-CIO President George Meany declared that raising funds from outside the trade union movement to finance a union election is "unethical" and "can rob union members of their rights to an election free of influence from employers and other outsiders."

Meany's comment came in support of Steelworkers President I. W. Abel in the current election campaign in the steel union for a new president and other officers. Abel is retiring at the end of his term in May.

Abel has condemned fund-raising by presidential candidate Edward Sadlowski, director of the union's District 31, from employers outside the steel industry and others "outside the union and outside the labor movement." A suit has been filed by Sadlowski's opponent, Lloyd McBride, director of the union's District 34, charging that such fund-raising violates the union's constitution.

Meany said he had never uttered an opinion about any election in any constituent union of the AFL-CIO but that events in the Steelworkers election "make it impossible for me to remain silent at this time."

"Many people completely outside the labor movement—businessmen, academics and professional people—are being actively solicited by mail for funds for one candidate in that election," Meany said. "In addition, cocktail parties which have attracted businessmen and so-called limousine liberals have been held in many cities to solicit outside money for that candidate."

He pointed out that "three solicitors of this outside money—John K. Gailbraith, a retired Harvard economics professor, Joseph Rauh, a Washington lawyer, and Victor Reuther, who has never had any connection with the Steelworkers union—have also engaged in unrestrained attacks on the present officers of the union and on the AFL-CIO."

Meany added that "it is deeply disturbing that democratic unions, which had to fight so many legal and legislative obstacles for so many years to free themselves from outside domination, once again face an effort to control their policies and program by monied interests outside the union."

He urged all Steelworkers to study the candidates and issues and vote on election day, Feb. 8, to name the leaders of "one of the finest unions in America."

Meany's views were strongly affirmed by A. Philip Randolph, a retired vice president of the AFL-CIO and dean of America's black labor leaders. He said the Steelworkers' union under Abel is "second to none in advancing racial and economic equality" and warned of "outside elements" who will seek to control the union's policies.

In Pittsburgh, the Steelworkers announced that under the union's nominating procedures in which local unions nominated candidates between Nov. 8 and Dec. 10, 1976, McBride received 2,901 nominations to 521 for Sadlowski. Similar margins were reported for the candidates for secretary, treasurer and two vice presidents on each slate. There are election contests as well in 15 of the union's 38 districts.

High Court Appeal Fails On Ship Container Pact

The Supreme Court has let stand a National Labor Relations Board ruling that invalidated part of a container-loading agreement the Longshoremen had negotiated with a shippers' association.

Although the agreement has since been renegotiated in deference to the NLRB ruling, the union appealed to the Supreme Court. It tried to reverse a federal appellate court that had upheld the NLRB in a 2-1 decision.

At issue was whether the ILA could negotiate a requirement that certain types of ocean-cargo containers be loaded or reloaded in the dock area by ILA members.

The union contended this was a legitimate work preservation action, of a type the Supreme Court had allowed in an earlier decision. But the NLRB and the courts held otherwise.

Under a new agreement reached last October with North Atlantic shippers, employers are encouraged to put together consolidated container cargoes at pierside facilities. The contract also specifies the minimum size of a container work-gang at Atlantic ports. The new agreement was not affected by the Supreme Court's action.

In other action, the Supreme Court:

- Agreed to decide whether a returning veteran is entitled to credit for time spent in military service in computing his pension benefits.
- Declared unconstitutional a New York state law requiring contractors performing work for state or local governments to give job preference to citizens who had resided in the state for at least one year.

Ford Defends Record In Farewell Message

President Ford told Congress that the nation is in better shape than when he took office in mid-1974, extended gracious good wishes to his successor, and reiterated a trickle-down tax policy he claimed would encourage business to expand and provide more jobs.

In tone, Ford's final State of the Union report reflected the strengths and weaknesses of his abbreviated term of office.

He reminded Congress and a nationwide television audience that he had assumed the presidency after the elected Vice President and President had both "resigned in disgrace" and when the integrity of the nation's constitutional process was being questioned.

Now, Ford noted, power is again changing hands, "naturally and normally." The only soldiers marching in the street, he said, will be in the inaugural parade. "The opposition party doesn't go underground . . . and our vigilant press goes right on probing and publishing our fault and follies."

But while Ford was warmly applauded by a Congress in which he had served for a quarter of a century as a representative from Michigan, his domestic proposals had already been dismissed as irrelevant. The power to propose would shift in a week's time to a new President. And the Ford Administration's prescription for a still-ailing economy ran counter to the program on which the overwhelmingly Democratic Congress had run.

Ford again called for reductions in both taxes and spending, including cuts in corporate income tax, elimination of taxes on stock dividends and other measures "to stimulate investment."

He spoke optimistically of "the nation's recovery from the recession" and sought to explain away the economy's sag in recent months as the result of political uncertainty, "part of the price we pay for free elections."

Ford expressed disappointment that more hadn't been done to achieve energy independence, but again reiterated his belief that bigger profits—"incentives" in Ford's term—should be given to oil and gas producers.

In the international area, Ford painted a glowing picture of what he considers major progress towards world peace and said he leaves to his successor "a world in better condition."

He expressed satisfaction that the United States has "avoided protectionism" in foreign trade, despite the recession.

Ford stressed the need to keep America strong, warned against a shift in the strategic balance against the United States and urged a military budget looking ahead "to the 1980s and beyond."

He wished President-elect Carter, "working with a substantial majority of his own party, the best of success in reforming the costly and cumbersome machinery of the federal government."

Ford acknowledged the problem of presidential abuse of the Executive power, but he expressed concern that Congress has gone too far in the other direction, especially in the foreign affairs field.

He glossed over the nation's economic ills—the high unemployment and continued inflation bequeathed to the new Administration. "There is room for improvement as always," Ford said, but "the State of the Union is good."

In a few days, he acknowledged, it will be Jimmy Carter's turn "to outline for you his priorities and legislative recommendations."

As for himself, he will return to private life "with gladness and gratitude."

Under Foreign Flags:

Tanker Hazard Laid To Untrained Crews

Untrained crews as well as unsafe construction make foreign-flag tankers a hazard in American waters, the AFL-CIO Maritime Trades Dept. charged.

Paul Hall, president of the MTD and of the Seafarers, told a Senate Commerce Committee hearing that strict design and construction standards should be vigorously enforced for all vessels—foreign-flag and American-flag alike—which carry oil. The Coast Guard should keep any non-complying tanker from entering U.S. waters.

But that's only "the first step," Hall said. "The greatest threat to our environment is posed not by the vessel itself but by the nature of the crew on board the vessel."

Hall contrasted the training program run by the SIU, the subsequent programs to upgrade skills and the Coast Guard examination requirements with the hiring practices of ship operators who register under a foreign flag "to escape American taxes, American labor and American safety standards."

Both Hall and Herbert Brand, president of the Transportation Institute, said an important step forward would be enactment of an oil cargo preference law that would reserve a portion of America's oil imports for tankers built in the United States and staffed with American crews.

Such a bill was vetoed by President Ford, but Hall warned that "we will continue to run an unnecessarily high risk of future oil spills if we continue to rely on flag-of-convenience vessels with their untrained seamen to carry a substantial portion of our oil."

Hall said about 96 percent of oil brought to the United States is carried in foreign-flag vessels, mostly registered in nations such as Liberia which provide "flags of convenience" with little or no regulation.

In fact, he stressed, the actual owners are usually American oil companies.

Brand, whose institute is made up of some 130 U.S. marine transport firms, said safety and environmental standards will be hard to enforce as long as foreign-flag operators know the United States is dependent upon their vessels.

Two Ford Administration officials appeared to differ on the vigor with which the United States should react to the recent series of oil spills.

Russell E. Train, administrator of the Environmental Protection Agency, said the traditional approach of seeking international agreement for oil tanker regulation has largely failed.

He suggested that "the time has arrived" for this nation to take "a more aggressive approach."

But William T. Coleman, Jr., the outgoing Secretary of Transportation, cautioned against unilateral action by the United States. He said that would amount to "gunboat" diplomacy.

Committee Chairman Warren G. Magnuson (D-Wash.) made clear his desire for immediate action to reduce the threat of oil spills.

"The technology exists to make the shipment of oil almost fail-safe," Magnuson said at the opening of the hearings. "If it's going to cost, we're just going to have to pay the cost. But we're going to act somehow, right now."

Hall warned the committee also of another potential problem—oil spills from foreign drilling rigs operating on the Outer Continental Shelf. He saw a "danger that the recent series of accidents and spills will be duplicated" with "irreparable ecological harm."

Here, too, he noted, foreign drilling rigs are operating "without complying with American standards and without any requirement that they employ trained American workers while in our waters."

Over the Side

Gulf Settlement Sets Oil Workers' Pattern

Denver—The Oil, Chemical & Atomic Workers approved a two-year agreement with the Gulf Oil Corp. that OCAW President A. F. Grospiron said would serve as a pattern for reaching contracts with the rest of the petroleum industry.

The Gulf pact, which will provide some 3,000 workers initial pay increases of 9 percent followed by second-year raises of 75 cents an hour, averted a possible nationwide strike of the union's 60,000 refinery workers.

Reached on Jan. 7 shortly before the union's 13 local contracts with Gulf were set to expire at midnight, the agreement appeared to be in jeopardy for a day or two as a result of a misunderstanding on pension benefits improvements. Grospiron notified all bargaining units on Jan. 12, however, that "a complete and full understanding" on the pension item had been concluded with Gulf.

The first-year wage increase under the new Gulf contract will raise workers' pay an average 67 cents an hour to an industrywide hourly average of $8.07. By Jan. 8, 1978, the average hourly wage will rise to $8.82, exclusive of possible shift premium pay.

Evening and graveyard shift differentials will rise from 20 and 40 cents an hour, respectively, to 45 and 90 cents an hour in the first year of the contract and to 50 cents and $1 in the second year.

Gulf also agreed to increase its contribution toward the premium of a family hospitalization and medical insurance plan by $12 per month the first year and $10 per month the second year.

The company agreed to raise pension benefits to a minimum of $12 per month multiplied by an employee's years of service, up from $10 under the old contract.

Gulf also agreed to establish a "high-level" safety and health review committee and to train the union members of joint health and safety boards at its expense.

The new agreement covers 3,022 workers in 13 units at nine Gulf facilities. About 2,000 workers are employed at the firm's huge Port Arthur, Tex., refinery. Other locations are Santa Fe Springs, N.M.; South Norfolk, Va.; Riverton, Wyo.; Toledo and Cleves, Ohio; Detroit; New Haven, Conn., and Staten Island, N.Y.

Panel Predicts Slow Pickup In Productivity

Productivity, or output per hour of work, is expected to grow over the months ahead but at a lower rate than is characteristic of the initial stages of a production recovery, the National Center for Productivity & Quality of Working Life said in its annual report to the President and Congress.

Productivity declined in six of seven consecutive quarters between 1973 and 1975. But with the so-called recovery that started early in 1975, it began to resume its upward trend, the report observed. Nonetheless, it said, some "unsettling factors" remain:

- Last year's productivity was still below the level it might have reached had the growth rate not been interrupted by the 1973-75 recession.
- Although productivity is expected to continue to grow as the economy expands, "it may do so at the lower rate than is characteristic of the middle and later stages of business recovery."

The center's directors include AFL-CIO Sec.-Treas. Lane Kirkland, Steelworkers President I. W. Abel, President Robert A. Georgine of the Building & Construction Trades Dept., and C. L. Dennis, former president of the Railway & Airline Clerks. Others include Labor Sec. W. J. Usery, Jr., and former Labor Sec. John T. Dunlop.

AFTRA Nears Accord With Mutual Radio

New York—The Television & Radio Artists neared a settlement with the Mutual radio network, ironing out all major differences and extending their old contract on a day-to-day basis.

AFTRA Executive Sec. Sanford I. Wolff said upon his return here from talks with Mutual management in Washington that "all that remains is the writing of an agreement."

The union's old contract, covering some 30 domestic staff news persons and editors and over 30 freelance news and sports commentators employed worldwide, expired on Dec. 31. AFTRA had planned to withhold its members' services starting New Year's Day, as management pressed several takeaway demands.

Wolff said his talks with Mutual officials had produced "enough significant progress" for workers to continue on the job while a new agreement is hammered out.

Unemployment Rate Unchanged, Long-Term Joblessness Rises

(Continued from Page 1)

part-time jobs because full-time work is not available. When these workers are factored in, Meany said, a "realistic measure of unemployment" would show more than 10 million jobless men and women and a national jobless rate of 10.7 percent.

The number of "discouraged" workers — counted quarterly, rather than monthly—averaged 1,016,000 from October to December, an increase of 199,000 over the third-quarter average, or about the same level as a year earlier, BLS said. About 80 percent of the discouraged workers indicated job-market factors, rather than personal factors, as their reason for not seeking employment.

Job-creating legislation "is no longer debated by either the new Executive or Legislative Branch," Meany said. "The only debate is over how best to do the job."

He said the AFL-CIO believes the "most effective, fastest-moving, surest route" is the economic stimulus program announced on Jan. 10 by the legislative subcommittee of the federation's Executive Council. The program, which is keyed to direct job-creation rather than tax cuts, will be pushed strongly by the AFL-CIO in Congress, he said. **(Story, Page 1.)**

The jobless rate for adult men in December fell three-tenths of 1 percent to 6.2 percent as many of them simply dropped out of the labor force. This movement was paralleled by declines in unemployment among male household heads and married men. White workers also showed an improvement in unemployment, with their rate falling from 7.4 to 7.1 percent. The rates for other major demographic groups—adult women, teenagers, and blacks—remained about the same as in November.

Total employment rose by 222,000 to 88,352,000 in December as the labor force grew by 11,000 to 95,910,000. The number of workers employed part-time involuntarily fell 24,000 to 3,400,000, the first substantial decrease since last June.

The average duration of joblessness was 15.7 weeks in December, up slightly from 15.6 weeks in November. The number of persons out of work 27 weeks or longer, however, rose 67,000 to 1,412,000 over the month.

Nonfarm payroll employment rose by 257,000 in December to 79,957,000, adjusted for seasonal workforce fluctuations, BLS said. Most of the increase—227,000 jobs—was in the service-producing sector of the economy, with the rest in goods-producing industries.

Analyzing the 2 million increase in the number of nonfarm payroll jobs over the past three years, AFL-CIO Research Director Rudy Oswald observed that the gain was mainly in services, state and local government, and retail trade.

"Meanwhile, the goods-producing sectors are still in a depression," said Oswald. "Construction employment is down 766,000 or nearly 20 percent from the levels of three years ago. Manufacturing employment is down 1,230,000, reflecting a decline in each of the major manufacturing sectors except for petroleum and coal products."

Abel 4th Labor Leader To Get Freedom Medal

President I. W. Abel of the Steelworkers was awarded the Medal of Freedom at White House ceremonies, one of 22 Americans chosen by President Ford to receive the nation's highest civilian honor.

Abel is the fourth trade union leader to receive the award. Previous winners are AFL-CIO President George Meany, former President A. Philip Randolph of the Sleeping Car Porters and former President David Dubinsky of the Ladies' Garment Workers.

This year's recipients included Vice President Rockefeller, Lady Bird Johnson, Gen. Omar Bradley, Arthur Fiedler, Archibald MacLeish and Joe DiMaggio.

The Medal of Freedom was originally established in 1945 to honor persons for meritorious acts of service during World War II. Its scope was broadened by President Kennedy in 1963 to honor persons for meritorious contributions in areas of national security or interest, world peace, culture and public and private service.

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Carter Pledges Best Effort To Achieve Nation's Goals

Policy Cuts Mark Ford's Last Budget

By James M. Shevis

A lame-duck President Ford in his final week in office asked Congress to approve a $440-billion budget for the fiscal year beginning on Oct. 1 that would eliminate or cut back a number of hard-won social, education, and employment programs.

Many of the proposed cutbacks are rehashed versions of Ford measures rejected by Congress during his two and one-half years as President.

Ford's budget, followed a day later by his annual economic report to Congress, reflected his long-standing philosophy of reducing federal spending for social welfare programs while providing incentives for business.

"I have proposed, and repropose this year, a marked slowdown in the rate of growth in government spending," Ford said in his budget message. His budget nevertheless is $28.8 billion higher than the estimated 1977 budget and assumes a deficit of $47 billion.

While cutting back on social and welfare programs, the Ford budget would boost federal spending for defense, research and development, energy, and health. The last however, reflects no change in Ford's opposition to national health insurance.

To the contrary, Ford declared in his report on the economy: "I hope we will not choose . . . a comprehensive national health insurance system, since this will only weaken the incentives for improvement and efficiency that are now emerging."

In his final economic report be-

(Continued on Page 7)

BUILDING & CONSTRUCTION Trades Dept. float wends its way along Pennsylvania Avenue as the presidential inaugural parade proceeds to the Executive Mansion for review by Jimmy Carter. The theme of the 50-foot-long float, "Building America's Future," symbolized the "urgent necessity to rebuild our cities," BCTD President Robert A. Georgine said.

Asks End to Drift, Divisive Barriers

By David L. Perlman

Political power changed hands in a stirring demonstration of constitutional democracy's endurance as President Jimmy Carter pledged in his inaugural address his best efforts to build a stronger, more prosperous and more compassionate nation.

The specifics of President Carter's program will be unveiled in tht weeks ahead—through legislative proposals to Congress, by his recommendations for changes in the Ford Administration budget, and in the executive actions taken by the White House, the Cabinet departments and the regulatory agencies.

Carter chose to use his inauguration to bring a politically divided nation closer together and to complete the healing of the raw wounds of the Nixon-Agnew years.

He opened with a tribute to his predecessor, Gerald R. Ford, who had been thrust into the free world's most powerful office and who passed it on to his elected successor with grace and dignity.

The new President's inaugural address set broad goals and sought the help of the American people to accomplish them.

"We cannot afford to drift," Jimmy Carter said.

Government, he declared, must be "both competent and compassionate."

When his term of office has ended, Carter said, his hope is that "barriers that separated those of different race and region and religion" will have been torn down.

Also, he stressed, "that we had found productive work for those able to perform it" and assured

(Continued on Page 3)

Real Wages Unchanged Over Year

The buying power of American workers made no headway in 1976 as real spendable earnings rose by a negligible one-tenth of 1 percent over the year and consumer prices continued to climb, the Bureau of Labor Statistics reported.

Real spendable earnings—take-home pay after allowance for inflation—averaged $92.19 a week for a worker with three dependents in December, compared with $92.02 in December 1975. Last month's average was not much higher than the $91.32 averaged for the calendar year 1965.

Meanwhile, the government's consumer price index rose another four-tenths of 1 percent in December, about the average monthly increase over the past nine months.

Food prices were up two-tenths of 1 percent during the month while prices of other commodities increased five-tenths of 1 percent, and service charges went up four-

(Continued on Page 2)

New Committee Set Up:

Organizing Mission Stressed by Meany

AFL-CIO President George Meany, terming organizing an "essential obligation" of the trade union movement, asked the cooperation of organizing directors of affiliated unions in developing the federations newly established organizing coordinating committee.

The plan was announced during a two-day conference attended by organizing directors or principal officers of 41 affiliated unions and the AFL-CIO's trade and industrial departments. The participants were asked by Alan Kistler, director of the federation's Dept. of Organization & Field Services, to prepare to take advantage of an anticipated "more favorable climate" for union growth.

Meany, addressing the closing session, said the AFL-CIO is prepared to help its affiliates through the federation's own staff—"people who are trained in organizing and in the fields related to organizing"—as well as through labor education programs to help organizers from affiliated unions improve their skills.

It's the duty of America's unions, Meany declared, to give the nation's unorganized workers an opportunity "to be represented, to take part in collective bargaining, and to become part of this union movement."

Meany acknowledged that "organizing is more difficult" than in an earlier era and must overcome "more sophisticated opposition." Today's union-busters, he said, call themselves labor-management consultants and are professionals "in

(Continued on Page 2)

Oil Workers Widen Refinery Settlements

Denver—New agreements with companies employing more than half of the Oil, Chemical, & Atomic Workers' 60,000 refinery-worker members have been approved, including pacts with several major firms.

OCAW President A. F. Grospiron said the union has now reached new two-year contracts with 18 companies, including Texaco, Gulf, Atlantic Richfield, Shell, Amoco, Standard Oil of Ohio, Mobil and Union Oil of California. The Gulf settlement was the first to be concluded, and has served as the pattern.

Meanwhile, the union served its first strike notice over national issues on Continental Oil Co. because of the firm's reluctance to meet the Gulf pattern. Unless Conoco meets terms of the pattern by Jan. 24, Grospiron said, OCAW would strike at three of the company's sites and at a facility of its sub-

(Continued on Page 3)

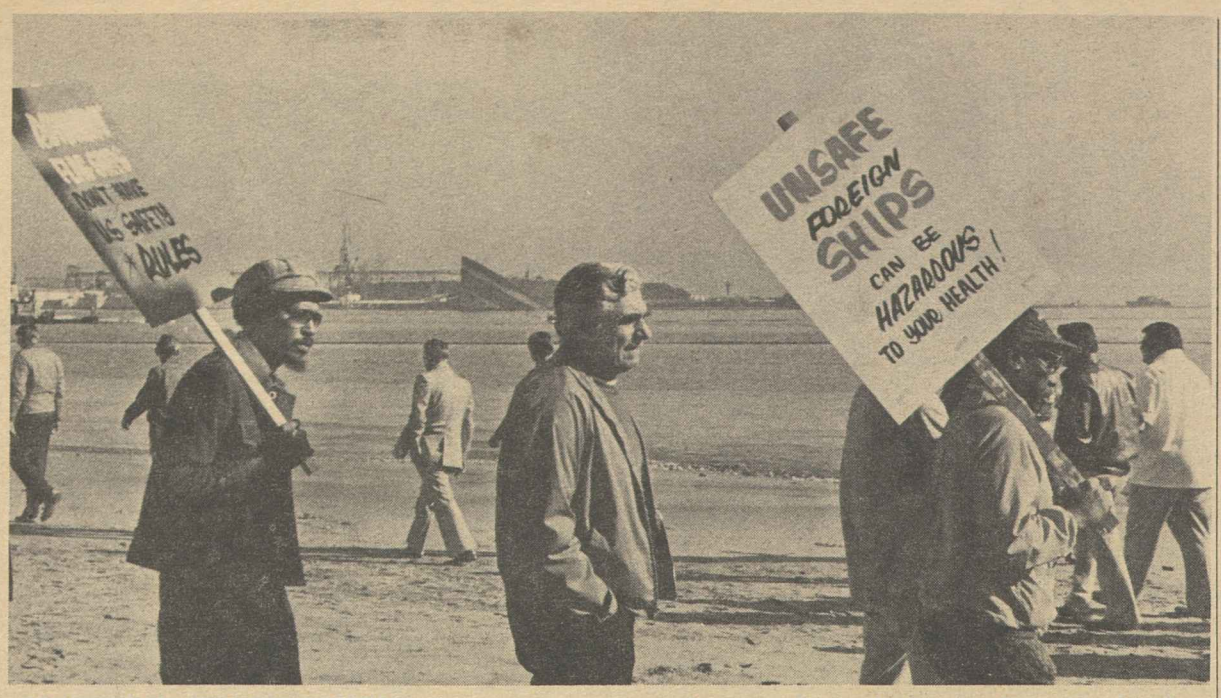
Indiana Labor Helps Spur State's ERA Ratification

Indianapolis—Indiana ratified the Equal Rights Amendment, the 35th state to take the action. Thirty-eight states must ratify the measure, which would bar any discrimination under law based on sex, for it to become the 27th Amendment to the Constitution.

The ratification campaign in the Indiana legislature had the active support of the State AFL-CIO, which had testified in favor of the measure during House and Senate hearings.

After the House ratified the measure, the first vote in the Senate was deadlocked 25 to 25. But a call from First Lady Rosalynn Carter a few days before the inauguration convinced Democratic Sen. Wayne Townsend to switch his vote and the ERA was approved 26 to 24.

The legislatures of four other states—North Carolina, Nevada, Florida and Georgia—are scheduled to take up the ERA question in the next few months. The AFL-CIO is working with state central bodies in the effort to win final ratification before a March 1979 deadline.



MARITIME TRADE UNIONS demonstrate against the use of unsafe foreign-flag shipping by American firms, focusing their protest on the sunken remains of the tanker Sansinena in Los Angeles harbor. The Liberian-registered ship exploded Dec. 17, killing seven persons and causing an estimated $12 million damage in the harbor area. The battered bow of the Sansinena is in the center background.

New Committee Set Up:

Organizing Mission Stressed by Meany

(Continued from Page 1)

the business of frustrating the organizing efforts of workers."

Under the new plan, Kistler would serve as chairman of a panel of organizing directors who would serve as a coordinating committee.

The coordinating committee would meet regularly, perhaps quarterly, but subcommittees would be continuously active in a number of fields.

It would work with AFL-CIO regional directors to initiate coordinated organizing campaigns, analyze management anti-union tactics, consider organizing problems and potentials on a regional, industry or company-wide basis. Its recommendations would be sent to organizing directors of all affiliates for comment and consideration.

At least once a year, a formal conference of all union organizing directors would be held. And the Dept. of Organization & Field Services would serve throughout the year as a clearinghouse on organizing developments for all affiliates.

"I am delighted to see this committee developed and endorse its establishment," Meany told the conference.

Most of the two-day conference, held at the AFL-CIO headquarters, was devoted to workshops. Some dealt with the nuts and bolts of organizing campaigns. Others covered such areas as training of organizers, labor's "image" and its impact on organizing, coordinated campaigns, the role of labor's central bodies, strike situations and boycotts.

Kistler, in his opening remarks to the conference, cited a slippage in union organizing success in the private sector during the recession-burdened Nixon-Ford years.

He expressed the hope that a new Administration will bring both an expansion in jobs and "constructive reform" of federal labor law, all resulting in an opportunity for union growth.

Kistler acknowledged that there are certain problems peculiar to various groupings of workers, such as white collar organizing, building trades and the public sector. But he stressed the desire of the conference for the continuing cooperative approach to organizing to provide "cross-fertilization" of ideas and experiences.

The goal, he said, is not merely to end a slippage in organizing but to bring "a dramatic turnabout."

The potential of cooperative organizing approaches was stressed also by Paul Hall, president of the Seafarers, who is chairman of the AFL-CIO Committee on Organizing. He gave as an example a highly successful coordinated organizing and bargaining program in the offshore drilling industry.

Nicholas Zonarich, organizing director of the Industrial Union Dept., and other participants spoke of the inadequacies of the National Labor Relations Act in protecting the right of workers to organize and bargain.

Meany noted that the AFL-CIO itself has no "jurisdiction" in organizing. "We cannot tell you where or whom to organize," he reminded the international union officials. But except where affiliated unions are competing in an organizing campaign, the federation will help with services and manpower.

"Organizing has always been a priority objective of the American labor movement," Meany said. Making trade unionism available to unorganized workers is both "a major responsibility and a continuing obligation" of the AFL-CIO and its affiliates.

Workers' Real Wages Show No Progress

(Continued from Page 1)

tenths of 1 percent, BLS said.

More than half of the increase in service costs was due to a 2.6 percent rise in charges for natural gas and electricity. Medical care services rose six-tenths of 1 percent over the month.

Prices of most commodities other than food increased in December. Apparel prices rose five-tenths of 1 percent, used cars 1.7 percent, new cars six-tenths of 1 percent, and fuel oil and coal 1.4 percent. These increases were larger than in November and accounted for more than half of the month's rise in nonfood prices.

Higher prices for beef, eggs, coffee, poultry, fresh fruits and vegetables, and restaurant meals were the main reason for the increase in the foods component of the CPI.

For the 12 months ended in December, the CPI rose 4.8 percent compared with 7 percent in 1975 and 12.2 percent in 1974. The increase in food prices averaged out over the year to six-tenths of 1 percent, and contrasted with the 6.5 percent rise in 1975.

The nonfood commodities group posted price increases averaging 5.1 percent for the year, compared with 6.2 percent in 1975. Service charges rose 7.3 percent in 1976, less than the 8.1 percent rise in 1975.

NLRB Chairman Backs Task Force Proposals

Chairman Betty S. Murphy of the National Labor Relations Board has formally recommended that the board adopt and promptly implement 61 of the 69 recommendations made by its special task force to expedite its caseload.

She urged that priority be given to the panel's recommendation that the NLRB develop procedures for holding representation elections on scheduled dates and impounding the ballots for later counting in the event of a dispute over the validity of an election.

The task force, in its interim report last November, observed that "the great virtue of this procedure is that it enables a registration of the employees' choice at the time when interest and momentum in both the union and employer camps are at their peak. While knowledge of the outcome may be postponed, the parties know that they will not again have to mount another electioneering campaign."

Mrs. Murphy pointed out that about 80 percent of elections are conducted without dispute and that the vote-and-impound procedure would affect the remaining 20 percent in which there is disagreement over some aspect of the election.

The chairman said she did not endorse eight of the 69 task force recommendations because she was uncertain of the administrative feasibility of some or whether some of the others were within the scope of the panel's mandate for purely procedural suggestions.

At its first quarterly meeting of 1977, task force members divided into three committees to review matters that it had reserved for further consideration. The group's 27 members, all labor-law attorneys, include representatives of organized labor, management, the academic community and NLRB officials.

The AFL-CIO is represented on the task force by Laurence Gold and Patrick C. O'Donoghue. Gold is the federation's special counsel. O'Donoghue is a member of a Washington, D.C., law firm that serves as general counsel to the Metal Trades Dept. and to several AFL-CIO affiliates.

APWU Names Parrish As Secretary-Treasurer

Chester Parrish will succeed Jack Love as secretary-treasurer of the American Postal Workers Union. The changeover is effective Jan. 31, when Love retires after more than 25 years as a local and national union officer.

Parrish is president of the motor vehicle craft of the APWU and was president of the former Post Office Motor Vehicle Employees before it merged with the Postal Clerks and other unions in 1971.

After Love announced his desire to retire for family reasons, APWU President Francis S. Filbey proposed Parrish to fill the vacancy and the union's executive board gave its approval. Parrish will serve until the next election of APWU officers, in October of 1978.

Parrish had been a national officer of the Motor Vehicle union since 1962 and had served as its secretary-treasurer before his election as president in 1968.

He will be succeeded as head of the motor vehicle craft division by Leon S. Hawkins, currently administrative vice president of the craft.

CHESTER PARRISH

Court Nullifies Attendance Rule On Local Candidates for Election

The Supreme Court has nullified a long-standing meeting attendance requirement set in the Steelworkers' constitution for candidates for local union office.

Its 6-3 decision did not flatly bar all meeting attendance requirements, but it strongly indicated that unreasonable restrictions that have the effect of limiting candidacy for office are likely to be overturned.

Candidates for local office in the Steelworkers have had to have attended, or been excused from attending, at least half of their local union meetings during the three previous years — the interval between local elections.

The requirement did not apply to candidates for international office and the court decision has no bearing on the current election campaign to fill the USWA's top offices.

At issue in the Supreme Court case was whether the USWA attendance rule was within the "reasonable qualifications" that the Landrum-Griffin Act allows a union to set as a condition for holding union office.

The Labor Dept., acting on a 1970 complaint stemming from a local union election in Terre Haute, Ind., filed a Landrum-Griffin suit challenging the requirement. A federal district court upheld the validity of the rule, finding that it was intended to assure that candidates for office have a demonstrated interest in union affairs and the background to fulfill their duties if elected.

The U.S. 7th Circuit Court of Appeals disagreed with the lower court and also with the 6th Circuit appellate court which had upheld the meeting attendance rule in a different case. The Supreme Court then agreed to review the decision, noting the conflict between the two appellate courts.

An AFL-CIO brief defended the right of the Steelworkers and other unions to set such a requirement, which can be met by any member willing to be active in the union.

The requirement was put and retained in the union's constitution by vote of convention delegates, the AFL-CIO noted, and "neither discriminates against dissidents nor favors incumbents."

The federation urged the Supreme Court to consider the test of reasonableness the ability of union members to comply with the requirements if they so wish, rather than the number who do so.

The Supreme Court majority, however, said that an attendance rule that had the effect of limiting candidacy for office to a tiny portion of the union's members could not be considered a "reasonable" qualification, even if there were no ulterior or unlawful motive.

Justice William J. Brennan, Jr., wrote the opinion for the six-member majority. Justice Lewis F. Powell, Jr., dissenting also for Justices Potter Stewart and William H. Rehnquist, read the attendance requirement as intended for the "legitimate and meritorious" purpose of encouraging attendance at meetings and requiring candidates for office "to demonstrate a meaningful interest in the union and its affairs."

In the case that reached the Supreme Court, he noted, the local had frequent turnovers of officers in recent years, "there was no history of entrenched leadership and no evidence of restrictive union practices precluding free and democratic elections."

The Labor Dept. has not attempted to define the type of meeting attendance rule it considers permissible under the Landrum-Griffin Act, and the Supreme Court majority acknowledged that this leaves a degree of "uncertainty." But the court said that Congress, in enacting the Landrum-Griffin Act and using the term "reasonable" in defining allowable qualifications for office, "clearly contemplated exactly such a flexible result."

Sets Unity Tone:

Carter Vows Effort To Advance Nation

(Continued from Page 1)

equal treatment under the law "for the weak and the powerful, the rich and the poor."

Then the man from Plains, Ga., a political unknown to most of the nation just a year ago, walked with his family from the Capitol to the White House—the sometimes rival centers of political power in America—as the vast crowds lining the streets cheered and millions more shared the occasion through their television screens.

Before Carter took his oath of office from Chief Justice Warren E. Burger, Walter F. Mondale was sworn in as Vice President of the United States.

The former Minnesota senator, a political protege of Hubert H. Humphrey, has developed a close relationship with the new President that lends credence to Carter's promise that Mondale will have an active role in the shaping of Administration policy.

Mondale's role is expected to be particularly important in defining the relationship between Congress and the White House—a sensitive area under the best of circumstances.

For the first time in eight years, a President will be dealing with a Congress controlled by his own party. Further, the Democratic majority in the House and Senate is of near-record size.

But Carter's slim majority of victory had few political coattails and no one expects the House and Senate to rubber-stamp White House proposals.

They will be shaped and modified in the legislative process — sometimes strengthened and sometimes watered down. Judging by the Johnson years, differences will be largely resolved behind the scenes and the veto confrontations that marked the Nixon-Ford years will be largely avoided.

Within the rhetoric of the President's inaugural address, his close associates see a promise of activism tempered by a realization that many of America's problems defy easy solution.

In a Washington hotel lobby, on the eve of the inauguration, a close Carter aide was asked about a section of the inaugural address conceding that "we can neither answer all questions nor solve all problems. We cannot afford to do everything, nor can we afford to lack boldness as we meet the future."

Did that mean the new Administration was already trimming its sails?

"No," was the reply. The realistic acknowledgement that it is not possible to do "everything" that may be desirable will not be used "as an excuse not to make the effort."

As Carter himself expressed it in his inaugural address, "we must simply do our best."

And so, with that promise, Americans of all walks of life joined their prayers and hopes with those of their new President, sharing Jimmy Carter's desire for "our people to be proud of their government once again."

JIMMY CARTER and his wife Rosalynn wave to well-wishers on their mile-and-a-half walk from the Capitol to the White House following his inaugural address at the Capitol after he was sworn in as 39th President of the United States.

AFSCME Wins Iowa College Unit

Des Moines, Iowa—Blue-collar workers of five Iowa state schools and colleges voted overwhelmingly for representation by the State, County & Municipal Employees.

The workers are employed at the University of Iowa, Iowa State, University of Northern Iowa, the Iowa School for the Blind, and Iowa School for the Deaf. They perform maintenance, groundskeeping, and general custodial work.

Of 2,616 eligible employees, 1,964 voted for AFSCME and 111 for no union. It was the second major victory for the union among Iowa state employees. Earlier 1,500 Dept. of Transportation workers chose AFSCME as their bargaining agent.

Oil Workers Reach New Settlements

(Continued from Page 1)

sidiary, Douglas Oil.

The Gulf agreement calls for initial raises of 9 percent and second-year raises of 75 cents per hour across the board. Other improvements include increases in evening and night shift differentials, higher minimum pension benefits, and improved employer contributions to health insurance plans.

Other companies that have signed new agreements with OCAW are Charter Oil; Asamera Oil (U.S.); Kern County Refinery in Bakersfield, Calif.; Fletcher Oil & Refinery, Wilmington, Calif.; Gary Western, Inc., O.K.C. Refining Corp.; Sinclair Oil Corp., Sunland Refining Corp.; San Joaquin Refining Co., Cenex in Laurel, Mont., and BP Oil, Inc., a subsidiary of Standard of Ohio.

Texaco employs the largest number of OCAW members with whom a new agreement has been reached, 8,300. Amoco employs 6,900, Mobil 4,900, Shell 4,400, Atltantic Richfield, 3,850, Gulf, 3,000, Union Oil of California, 2,125, and Standard of Ohio, 900.

Joblessness in 17 States Tops National Average

More than a third of the states had jobless rates higher than the national unemployment rate in November, further evidence of the economic difficulties besetting the nation.

The Bureau of Labor Statistics reported that 17 of the 49 states reporting had rates above 7.4 percent in November, the nation's official unemployment rate before adjustment for seasonal fluctuations in the workforce. Seasonally adjusted, the November rate was 8.1 percent.

Unemployment rates continued to be highest in the northeastern and Pacific states and in Florida and Michigan, BLS said, with most of these states reporting joblessness of 8 percent or more.

Fifty-two of the 196 major metropolitan areas in the BLS monthly survey also had unemployment rates of 8 percent or more in November, including 11 areas with unemployment rates above 10 percent.

In another report, BLS said that unemployment increased by almost 200,000 over the October-December quarter last year, raising the official jobless rate from 7.8 to 8 percent, seasonally adjusted. Employment rose by 185,000 to 88.1 million over the same period.

The proportion of the population employed, 56.9 percent, was down one-tenth of 1 percent from the level in each of the two previous quarters, BLS said.

The government also reported an increase in the number of so-called discouraged workers during the fourth quarter of 1976, a development contrasting with a downtrend in the first three quarters of the year. At one million, their number was about 150,000 below the third-quarter 1975 peak level.

Discouraged workers are persons who have given up looking for employment because they believe there are no jobs for them. Nearly three-fourths of the fourth-quarter increase in their number occurred among women, BLS said. The increase was proportionately greater among whites than blacks, although blacks continued to account for a disproportionate number of the total—26 percent.

BLS also said that joblessness during the fourth quarter increased among adult men, principally for blacks, while most other demographic groups showed little or no change. The jobless rate for adult men averaged 6.3 percent, compared to 6 percent in the third quarter of 1976.

For white male workers 20 years and over, the fourth-quarter jobless rate rose one-tenth of 1 percent to 5.7 percent. But for adult black workers the unemployment rate increased to 11.6 percent from the July-September period, a rise of 1.6 percent.

Senate Postpones Vote On 3 Cabinet Nominees

The Senate held up its approval of three of President Carter's Cabinet appointees while speedily confirming the appointment of 10 other Cabinet and high-level White House officers.

Delayed temporarily because of objections by certain senators were the nominations of Ray Marshall as Secretary of Labor, Joseph A. Califano as Secretary of Health, Education & Welfare, and Griffin B. Bell as Attorney General. Their confirmation, however, was virtually assured early next week.

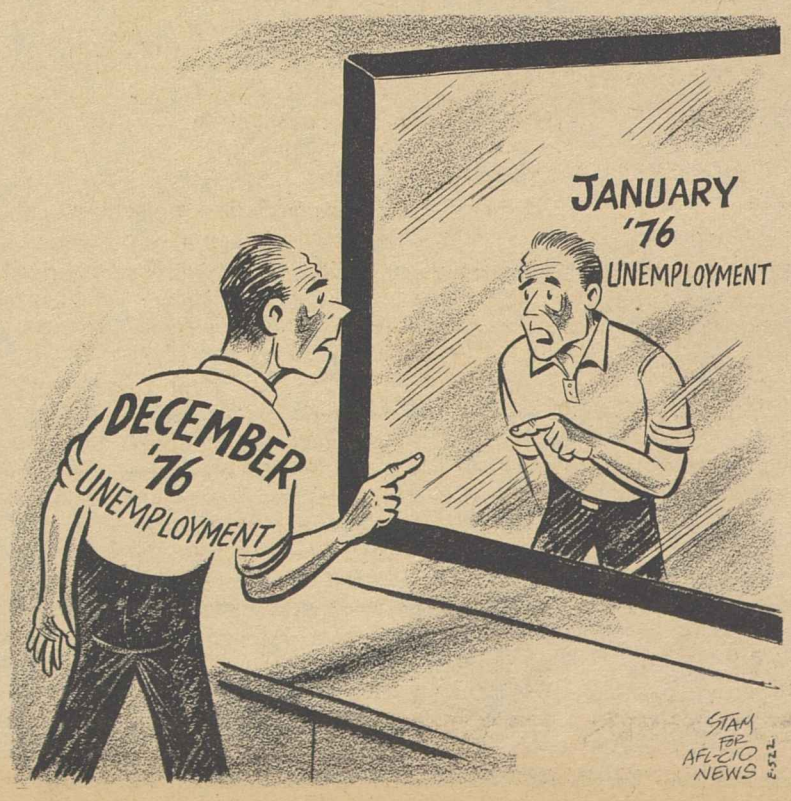
Marshall's confirmation was delayed by Sen. Paul Laxalt (R-Nev.), Sen. Orrin G. Hatch (R-Utah), and others who objected to some of his views on labor issues. Earlier, in the Senate Labor Committee's vote to recommend confirmation by the full Senate, Laxalt was one of two conservative Republicans to oppose Marshall's appointment because of his endorsement of repeal of the "right-to-work" Section 14(b) of the Taft-Hartley Act and his support for construction site picketing rights.

The committee's vote to recommend Marshall's confirmation was 13 to 2, with Laxalt and Sen. Richard Lugar (R-Ind.) casting the negative ballots. Lugar indicated that he considered Marshall generally too favorable to organized labor's views.

Califano's nomination was delayed because Sen. Robert W. Packwood (R-Ore.) wanted an opportunity to express his opposition to the nominee's position on federal funding of abortion for low-income women. Califano opposes federal spending for that purpose. Bell's confirmation was withheld because of objections from Sen. Edward W. Brooke (R-Mass.) and other civil rights advocates who wanted time for further study of Bell's record.

Meanwhile, Carter is expected to submit soon a new choice for director of the Central Intelligence Agency. His original choice, Theodor C. Sorensen, withdrew after mounting opposition had made his confirmation doubtful.

'We Haven't Changed a Bit!'



Professional Unit Picks Steelworkers

Newport News, Va.—The Steelworkers won a major collective bargaining election among professional and technical employees of the Newport News Shipbuilding & Drydock Co. here, USWA President I. W. Abel announced.

Of 1,014 workers who voted in the election, 778 chose the Steelworkers as their representative while 213 voted for an independent union, and 21 for no union.

A Celebration of Democracy

WHEN SHORTLY AFTER noon on Jan. 20 Jimmy Carter became the 39th President of the United States he was celebrating not only a personal triumph but the triumph of a system of government.

The system was put on full display at the Capitol as it is once every four years with all the ceremonial touches and flourishes in keeping with a republican form of government. The Legislative Branch, the Judicial Branch and the Executive Branch—old and new—and the citizens fortunate enough to squeeze into the restricted area as well as millions of television watchers witnessed the ultimate demonstration of democratic strength—the peaceful transfer of power to a new Administration.

The presidency remains the most powerful temporal office in the world and the President of the United States the leader of the Free World. The peaceful passage of the office from one man to another on the basis of a free election is all the more to be noted in this era of disappearing freedom and liberty around the globe.

It is within the power of the President to influence the course of democracy over the next four years, to extend its time-tested strength and dedication to help bring peace, freedom and social justice or to fall back to a narrow, limited base while an oppressive totalitarianism continues to spread its shadow over the world.

The inauguration of President Carter demonstrates to the world that an opposition party can present its case in a democratic system and emerge victorious at the polls; that on a designated day an Administration that has held power for a number of years peacefully and in an orderly manner turns over the reins of power to the victor.

This testimonial to the strength of the American democratic system is of great importance to the newer nations who in their searching and groping for an effective system of government have wandered too often into authoritarian and totalitarian byways.

THE INAUGURATION, a solemn, quadrennial rededication to democracy, is also celebrated in parades and dancing, galas and parties, fireworks and exhibitions, all giving zest and verve to American democracy.

President Carter, as the only nationally elected public official, speaks for America as the current inheritor of a great democratic tradition, the tradition that rests on the tenets:

"That all men are created equal, that they are endowed by their Creator with certain unalienable rights, that among these are life, liberty and the pursuit of happiness. That to secure these rights governments are instituted among men, deriving their just powers from the consent of the governed."

Jan. 20, 1977 is a fitting affirmation of the year-long celebration of the Bicentennial of 1976. For it presents in very specific terms the reality of democracy in which all Americans of every station and political belief can join without reservation.

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LANE KIRKLAND, *Secretary-Treasurer*

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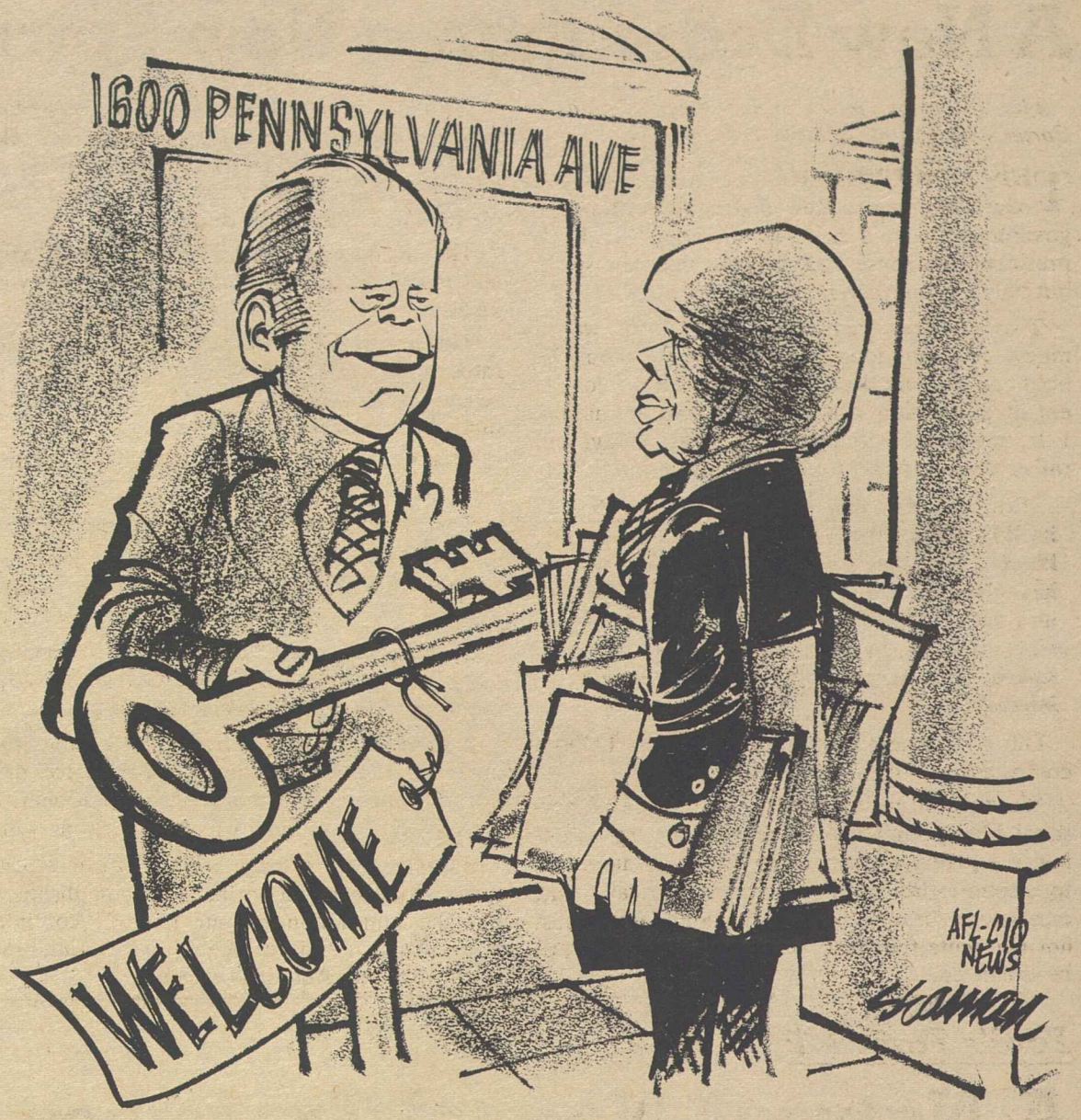
'Mr. President...'



IRS Turnabout:

A Tax Gimmick That Amounts To Welfare Aid for the Wealthy

By Gus Tyler

IN THE MORNING, the Internal Revenue Service published a new regulation. Within 24 hours, the regulation was revoked. The startling turnabout is testimony to the power of at least one group of wealthy gentlemen who enjoy living on a federal welfare program.

The particular items will escape the notice of most citizens because, as in other tax matters, the details are devious. The case in point referred to partnerships and other noncorporate organizations that are treated as if they were corporations for tax purposes.

In the past, such partnerships and noncorporate organizations enjoyed a distinct advantage. If, for instance, one of these outfits wanted to get a mortgage, they could do so without anyone assuming personal liability for repayment. The art term for such a mortgage is "nonrecourse." If the business for which the money was borrowed goes bad, then the lender has no "recourse."

That, in itself, is no mean advantage to the borrower. But, in the hands of a sharp businessman, the loss can be turned into a gain. For tax purposes, the loss is then written off against other incomes to reduce or even to wipe out the tax liability of the "partner" in this game.

This ploy has been very popular with real estate developers. They borrow money; they invest in a proposition that shows paper losses; they don't have to pay on the mortgage; they use their "losses" to reduce the sum they owe to Uncle Sam.

In effect, these real estate developers are living on welfare. They are getting federal relief in the form of relief from the payment of taxes.

This scandal has been stirring some congressmen to ask for a change in the law. Recently, courts have been questioning the equity of the arrangement.

In the light of mounting criticism, the Commissioner of Internal Revenue, Donald Alexander, had an item published in the Federal Register that was a "notice of proposed rule making" aimed at changing the preferred status of partnerships and noncorporate businesses in regard to their tax status.

Within a matter of hours, the real estate developers turned on the heat. Within a few more hours, Sec. of the Treasury William E. Simon rescinded the "notice."

The reason for the reversal was the claim of the developers that the regulation would halt nearly all investment in low- and middle-income housing in the United States. Simon's assistant secretary for tax policy, Charles Walker, said the regulation was reversed because "we were not aware of the way they impacted on the business community."

In plain language, unless Uncle Sam is ready to excuse real estate developers from paying taxes like the rest of us, these gentlemen won't build houses for plain folk who need them.

No doubt these developers would resent being told that they are welfare cases, living on a handout from Uncle Sam. But, indeed they are. And with far less justification than all those lesser folk who live from hand to hunger.

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A Major Import —Unemployment

Our nation's industrial base has continued to be eroded by the staggering increase in imports which has forced thousands of workers out of their jobs.

During 1976 . . . more than 50,000 job opportunities for American workers in the color television industry were lost. . . . In one short year, imports have managed to subjugate more than 40 percent of the U.S. market.

Other countries have managed to export their products and their unemployment to the United States.

—I. W. Abel, president of AFL-CIO Industrial Union Dept., to the U.S. International Trade Commission, Jan. 18, 1977.

Carter's Inaugural:

A New Dedication, a New Spirit

The following is excerpted from President Carter's Inaugural Address.

THIS INAUGURATION ceremony marks a new beginning, a new dedication within our government, and a new spirit among us all. A president may sense and proclaim that new spirit, but only a people can provide it.

Two centuries ago our nation's birth was a milestone in the long quest for freedom, but the bold and brilliant dream which excited the founders of our nation still awaits its consummation. I have no new dream to set forth today, but rather urge a fresh faith in the old dream.

Ours was the first society openly to define itself in terms of both spirituality and of human liberty. It is that unique self-definition which has given us an exceptional appeal—but it also imposes on us a special obligation—to take on those moral duties which, when assumed, seem invariably to be in our own best interests.

Our government must at the same time be both competent and compassionate.

We have already found a high degree of personal liberty, and we are now struggling to enhance equality of opportunity. Our commitment to human rights must be absolute, our laws fair, our natural beauty preserved; the powerful must not persecute the weak, and human dignity must be enhanced.

Within us, the people of the United States, there is evident a serious and purposeful rekindling of confidence, and I join in the hope that when my time as your President has ended, people might say this about our nation:

That we had remembered the words of Micah and renewed our search for humility, mercy and justice;

That we had torn down the barriers that seprated those of different race and region and religion, and where there had been mistrust, built unity, with a respect for diversity;

That we had found productive work for those able to perform it;

That we had strengthened the American family, which is the basis of our society.

That we had ensured respect for the law, and equal treatment under the law, for the weak and the powerful, the rich and the poor;

And that we had enabled our people to be proud of their own government once again.

I would hope that the nations of the world might say that we had built a lasting peace, based not on weapons of war but on international policies which reflect our own most precious values.

These are not just my goals, but our common hopes. And they will not be my accomplishments, but the affirmation of our nation's continuing moral strength and our belief in an undiminished, ever-expanding American dream.

Ford's Farewell:

A Natural, Normal Transition

The following is excerpted from President Ford's State of the Union message delivered to a joint session of Congress Jan. 12, 1977.

AS A PEOPLE, we discovered that our Bicentennial was much more than a celebration of the past; it became a joyous reaffirmation of all that it means to be Americans, a confirmation before all the world of the vitality and durability of our free institutions.

I am proud to have been privileged to preside over the affairs of our federal government during these eventful years when we proved, as I said in my first words upon assuming office, that "our Constitution works; our great republic is a government of laws and not of men; here, the people rule."

The people have spoken; they have chosen a new President and a new Congress to work their will; I congratulate you—particularly the new members—as sincerely as I did President-elect Carter. In a few days, it will be his duty to outline for you his priorities and legislative recommendations. Tonight, I will not infringe on that responsibility, but rather wish him the very best in all that is good for our country.

During the period of my own service in this Capitol and in the White House I can recall many orderly transitions of governmental responsibility —of problems as well as of position, of burdens as well as of power.

The genius of the American system is that we do this so naturally and normally. There are no soldiers marching in the streets except in the inaugural parade; no public demonstrations except for some of the dancers at the inaugural ball; the opposition party doesn't go underground but goes on functioning vigorously in the Congress and the country, and our vigilant press goes right on probing and publishing our faults and follies, confirming the wisdom of the framers of the First Amendment.

Because the transfer of authority in our form of government affects the state of the union, and of the world, I am happy to report to you that the current transition is proceeding very well. I was determined that it should: I wanted the new President to get off to an easier start than I had.

This gathering symbolizes the constitutional foundation which makes continued progress possible, synchronizing the skills of three independent branches of government, reserving fundamental sovereignty to the people of this great land.

Corporate Tax Breaks Hit:

New Trade Policies Pressed

THE NATION must implement foreign trade policies to strengthen its economy with the same sense of urgency as other nations have in competing for world markets, AFL-CIO international economics expert Elizabeth Jager said.

Stressing that U.S. tax laws continue to encourage U.S. firms to close plants here and produce the same items overseas, Mrs. Jager predicted that the fight to end the tax credit and tax deferral breaks now given to the profits U.S. firms earn overseas will be renewed in the 95th Congress. She said that the tax laws, as they are now written, are an incentive to expand overseas indefinitely.

"The tax goodies, in some instances, are even greater than the cheap labor benefits in some countries," declared Mrs. Jager, an economist in the AFL-CIO Dept. of Research. She appeared on the network radio interview Labor News Conference.

Mrs. Jager said that the adjustment assistance provision of the 1974 Trade Act is really too little and too late to effectively offset the damage done to U.S. jobs and U.S. production by runaway companies and heavy imports. Noting that some unions call adjustment assistance "burial insurance," she pointed out that "the possibility of finding another job in a country where one out of ten people can't find work is slight." She said the idea is based on a full employment economy, which "made a lot of sense" when it was proposed 20 years ago, but cannot work effectively in a vastly changed world.

She said that the recent oil spills that are threatening the environment and industries of both the East and West Coasts of the United States are another example of damage to the U.S. economy by "an industry that has gone abroad to escape U.S. taxes, U.S. standards, U.S. unions." She said that "the runaway ship was one of the first runaway industries after World War II."

She said that events the maritime unions have warned about for many years are now "coming home to roost" in the oil spills and as a result, a new combination of interests is developing between the unions and the environmentalists.

By Press Associates, Inc.

DO THE ONCE-GREAT CITIES of America have a future? This question is being faced at last and a consensus seems to be growing that the nation desperately needs a national urban policy.

The first good thing that will help the cities will be federal action to promote economic growth and reduce unemployment. For a major factor behind the crisis in many cities has been the prolonged Nixon-Ford recession of recent years.

According to the Congressional Budget Office, the aggregate budgets of state and local governments moved from a $10 billion surplus in the second quarter of 1972 to a $12 billion deficit in the second quarter of 1975.

In desperation states and cities have laid off workers; they have cut public services across the board; they have raised taxes to their constitutional limits.

The Joint Economic Committee of Congress has estimated that in 1975, state and local governments enacted about $3.6 billion in tax increases, cut services by $3.3 billion and delayed or cancelled some $1 billion in capital construction. Thus the hard-hit states and cities were forced into negative budget actions of about $8 billion because of mismanagement of the national economy.

Adding to their problems was the fact that, as the recession worsened, Nixon and Ford cut back $4.5 billion in urban programs and an additional $7 billion from programs to aid the poor, the jobless and the medically indigent.

President Carter and the heavily Democratic Congress are committed to federal action to stimulate the economy. But there are underlying trends which have been weakening the cities, and it is the problems related to these trends that are becoming better defined.

AN URBAN INSTITUTE study identified the major demographic trends as: a shift in regional economic vitality from the Northeast and North Central to the West and South; a decline and changing make-up of central city population; the persistence of large, low-income minority ghettos in and around most of the big central cities.

The institute's study, "The Urban Predicament," focused on five major issues affecting the quality of city living: finance, housing, crime, education and transportation.

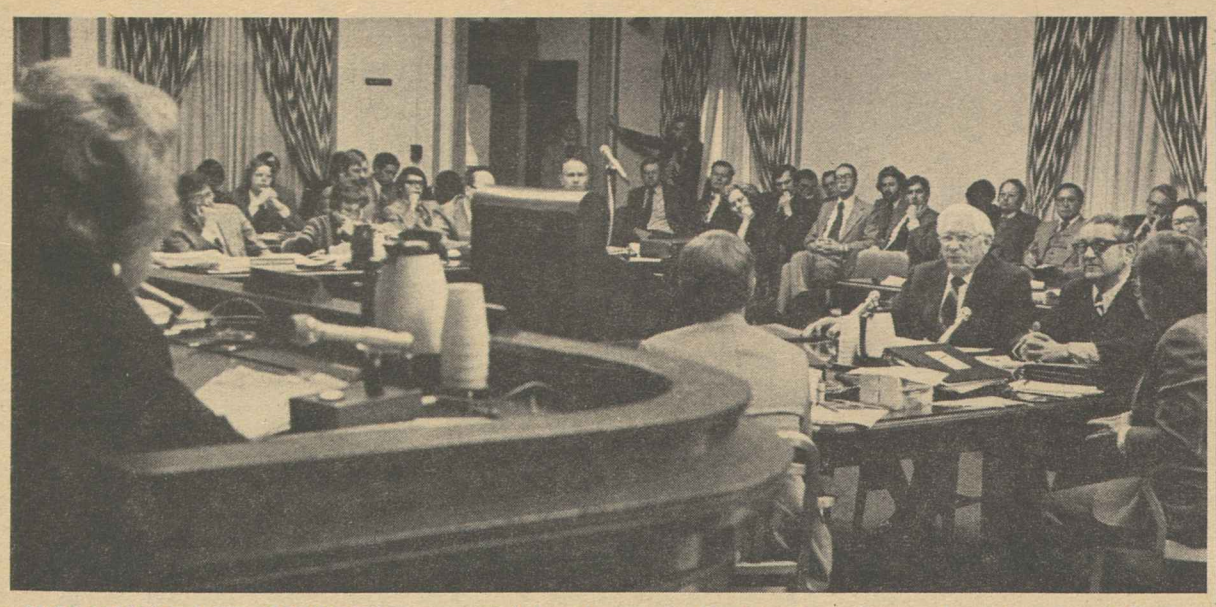
The urban experts recommended a variety of government intervention to aid the cities: a better balanced regional distribution of federal investments that create jobs; more revenue-sharing for cities; automatic countercyclical aid to blunt the impact of national recessions; greater federal responsibility for welfare aid and a larger state role in financing education.

On the more immediate level, Rep. Henry S. Reuss (D-Wis.), chairman of the House Committee on Banking, Currency & Housing, has announced formation of a Subcommittee on the City. Reuss intends to push for a national urban policy. He has proposed that the Carter Administration convene a meeting of state and local representatives, along with union and business leaders, to formulate such a policy. Further, he wants Carter to name a coordinator of cities in the White House to deal with urban issues crossing agency lines.

President Carter during the campaign called for a comprehensive urban strategy to deal with the problems of the cities.

Thus there seems to be a growing understanding that the cities of America will, indeed, have a future.

ECONOMICALLY SOUND foreign trade policies are essential if the United States is to compete in the world market with other nations, AFL-CIO Economist Elizabeth Jager said on Labor News Conference. Mrs. Jager sharply criticized present U.S. tax laws that give American firms incentives to locate abroad, taking jobs with them. She was questioned by Robert Cooney, left, of Press Associates, Inc. and Tom Joyce of Newsweek magazine. The AFL-CIO produced program is aired Tuesdays on Mutual radio.



ROLLING BACK IMPORTS is essential for the survival of the American color television industry and the jobs of its 90,000 workers, President I. W. Abel of the AFL-CIO Industrial Union Dept. testified before the International Trade Commission. Abel was joined at the ITC hearings by IUD Sec.-Treas. Jacob Clayman and representatives of IUD affiliates, whose members face job losses because of rising foreign imports that have already captured 40 percent of U.S. color TV market.

Remedies Ineffective:

Trade Panel Told Of Job Destruction

Organized labor's fears that the 1974 Trade Act would not remedy employment problems of American workers have proved well founded as imports continue to eat away their jobs, President I. W. Abel of the AFL-CIO Industrial Union Dept. told the International Trade Commission.

He urged the Carter Administration in ITC testimony to move quickly to roll back the volume of color television imports which has already claimed 40 percent of the U.S. market.

Abel said imports threaten the survival of the American color TV industry and the livelihoods of its 90,000 workers.

"Our nation's industrial base has continued to be eroded by the staggering increase in imports which has forced thousands of workers out of their jobs," Abel stressed.

Testifying in behalf of a labor-industry coalition to preserve U.S. color TV manufacturing, Abel pointed out that although 15 escape clause cases have been completed since passage of the Trade Act, only once did the government provide needed import relief. That one exception dealt with import limitations on specialty steels.

"Such a record is particularly devastating in view of the current trade imbalance," Abel said, noting that the U.S. trade deficit for the first 11 months of 1976 was more than $5 billion with nearly $1 billion of that coming in November alone.

"Other countries have managed to export their products and their unemployment to the United States," he said. "As a result, the American worker has suffered serious injury" as thousands of companies have laid off workers and many have been forced to shut down.

Citing the official government unemployment rate of nearly 8 percent, Abel observed that one of every 13 American workers is totally unemployed and others are forced to work part-time.

"The recession has contributed to the plight of the American worker," he said, "but in industries such as steel, footwear and television, imports are clearly the substantial cause of that injury."

Abel predicted that unless there is action to provide for relief against imports, the American color TV industry will be killed off within three years.

Testimony presented for President Charles H. Pillard of the International Brotherhood of Electrical Workers attributed the loss of 20,000 jobs of IBEW members to imports of foreign-made television sets since 1960.

Pillard's testimony also noted that while U.S. demand for color TV sets increased more than 52 percent since 1966, jobs of IBEW members in the industry have shown a consistent decline.

President George M. Parker of the Flint Glass Workers told the ITC that more than 5,000 members of his union have been displaced by low-wage imports.

The extinction of the American color TV industry would have even a wider impact than just on his union's membership, he warned.

The United States has already sacrificed too much of its electronics and television industry through so-called fair trade practices with foreign countries, Parker said.

"If this modern, highly technical and capital intensive industry that was literally developed in this country is not permitted to survive, is there any hope for any American industry?" he asked the panel.

Also testifying at the hearings were representatives of the Electrical, Radio & Machine Workers and the Glass Bottle Blowers, which are among the nine IUD affiliates in the labor-industry Committee to Preserve American Color Television.

Rail Unions Starting New Negotiations

A new round of negotiations in the rail industry got underway as seven unions served notice on the nation's major railroads they will seek higher wages and improved fringe benefits beginning in January 1978. Eight other unions were in the process of formulating their bargaining goals.

Notices were filed by the United Transportation Union, Railway Signalmen, Maintenance of Way Employees, and the four shopcraft unions that make up the AFL-CIO Railway Employees' Dept. — the Carmen, Boilermakers & Blacksmiths, Firemen & Oilers, and the International Brotherhood of Electrical Workers.

The notices, filed under Section 6 of the Railway Labor Act, signal the start of bargaining on an agreement to replace the current one that becomes amendable Dec. 31, 1977. Yet to serve notice are the Locomotive Engineers, Railway & Airline Clerks, Machinists, Sheet Metal Workers, Railway Supervisors, Yardmasters, Train Dispatchers, and Transport Workers.

UTU, the Signalmen, and Maintenance of Way Employees are seeking wage increases of 15 percent in each of three years, as well as improvements in holidays, vacations, insurance, and such benefits as away-from-home expenses. The shopcraft unions have asked for a 15 percent wage boost in each year of a two-year contract, plus various fringe-benefit improvements.

About 500,000 railroad workers, both operating and nonoperating, eventually will be involved in the bargaining. Negotiating on behalf of the industry is the National Railway Labor Conference, to which most of the nation's 50 Class I railroads belong.

The unions settled with the industry two years ago for a package of wage and fringe-benefit increases estimated at 41 percent over a three-year period.

Asbestos Firm, Union Join in Cancer Research

New York—An occupational cancer therapy and research center has been established at the Mount Sinai School of Medicine here through the joint support of the Asbestos Workers and the Johns-Manville Corp.

The center will concentrate on the early diagnosis and treatment of mesothelioma, a cancer of the chest and abdominal cavity, often caused by exposure to tiny asbestos fibers.

The research and therapy program at the center is being financed by a joint $500,000 donation from the union and the company, Asbestos Workers President Andrew T. Haas and President John A. McKinney of Johns-Manville announced.

Haas said the joint effort of union and management is vital in the fight against job-related diseases that threaten workers in all industries.

He said that while federal job safety and health enforcement laws are essential elements in the protection of workers, they "do not represent a total solution to the threat of human pain, suffering and death inflicted by the work environment."

The Mount Sinai program, Haas said, "is an example of what can further be done in a spirit of labor-management cooperation to reduce and ultimately eliminate the needless tragedy of job-related illness."

Both Haas and McKinney pointed out that the union and company had cooperated in a previous venture in the 1960s which helped finance a study by Mount Sinai researchers into the hazards of sprayed asbestos in the construction industry.

The Mount Sinai center is co-directed by Doctors Irving J. Selikoff and James F. Holland. Both are widely known in the field of occupational cancer research and therapy.

Mesothelioma, which is usually fatal, had been considered a rare disease until recent years.

Dr. Selikoff noted that between 1930, when the disease was first diagnosed and 1960, only three cases were recorded at Mount Sinai. "Now we have that many cases in a week," Selikoff said.

Asbestos-related cancers often take more than 15 years to fully develop, and cases now being detected reflect the uncontrolled industrial exposure occurring decades ago.

In addition to workers involved in the mining and manufacture of asbestos products, high levels of exposure have been experienced by construction and shipyard workers.

Selikoff and Holland said that the program offers a promise of significant findings that could possibly lead to the control of the disease.

The program will first seek to determine who is likely to develop mesothelioma and why, then to determine the best means for prevention of the disease, and finally to develop effective treatment and hopefully a cure.

Court Upholds Fringe Benefit Rule Applied to Non-Union Contractor

The Supreme Court refused to exempt a construction contractor from an agreement negotiated by the Carpenters that required payments to fringe benefit trust funds for all hours worked on a jobsite—including work done by a non-union subcontractor.

A contractor in Salem, Ore., had challenged the requirement and refused to make payments covering hours worked by employees of a non-union subcontractor on a federally-financed housing project.

The contractor argued that any payments into the funds covering the hours worked by non-union employees would be illegal under the Taft-Hartley Act since such workers wouldn't be eligible for benefits from the funds.

Because the construction job was covered by the Davis-Bacon Act, the subcontractor paid his workers the prevailing area wage plus an additional amount to match the value of fringe benefits that were customarily provided through union-management welfare funds.

This Davis-Bacon payment by the subcontractor was cited by the contractor as justification for his refusal to make the payment for hours worked into the union-management trust funds.

Fund trustees, who sued for payment, contended in a brief to the Supreme Court that requiring payments on the basis of total hours worked is both lawful and necessary to maintain the solvency of the funds.

They stressed a distinction between the obligation to individual workers, such as wages and the contractual obligation of financing a program funded on an assumption of payments for all hours worked. A comparable situation, the brief suggested, would be a pension plan in which contributions made on behalf of employees who leave before qualifying for vesting nevertheless remain in the fund and are necessary to keep it financially sound.

The Supreme Court, in an opinion by Justice William J. Brennan, Jr., agreed that there is nothing illegal in an agreement requiring payments for hours worked by employees of a subcontractor as well as employees of the prime contractor.

The section of the Taft-Hartley Act alleged to bar such payment, Brennan wrote, was intended to prevent employers from bribing union representatives and to prevent union officials from extorting money from employers. He found no such element involved in this case.

As for the argument that the Davis-Bacon Act was being frustrated, Brennan noted that the law's purpose is to protect employees from substandard earnings by fixing a floor under wages on government projects. "That objective is clearly not 'frustrated' when contractual arrangements between employers and their employees result in higher compensation and benefits," Brennan said.

The lone dissenter, Justice Byron R. White, accused the court majority of trying "too hard to save the contract" and avoiding a "common sense" conclusion that it imposes an illegal penalty on the use of non-union subcontractors.

IAM Signs Auto Mechanic Training Pact

The Machinists have signed a half-million dollar contract with the Labor Dept. to recruit and train 1,500 new apprentice mechanics in the auto and truck repair field during the next 12 months.

IAM President Floyd E. Smith said the contract provides for the establishment of a national apprenticeship coordinator at Machinists headquarters in Washington and field coordinators in New York, Detroit, Chicago, Atlanta, St. Louis, San Francisco, and Seattle.

The coordinators will work to implement standards of apprenticeship and registration of apprentices at the local level with about 5,000 firms in the auto and truck repair industry with whom the union has collective-bargaining agreements, Smith said.

Noting the nation's continuing demand for skilled auto and truck mechanics, he said an estimated 50,000 new mechanics are needed annually to keep up with the growing vehicle population and to take over for older mechanics who retire or leave the trade.

If the program proves successful to all parties, it is renewable if funds are made available from Congress, Smith noted.

Reflects Ford Philosophy:

Lame-Duck Budget Asks Program Cuts

(Continued from Page 1)

fore regaining the status of private citizen, Ford claimed that he is leaving behind a reaccelerating economy that can be expected to continue if his "prudent fiscal policy" of federal spending restraints is pursued.

He also urged removal of domestic gasoline prices from federal control and, the day before turning over the Presidency to his successor, directed the Federal Energy Administration to send a decontrol proposal to Congress where it faces heavy opposition from labor and consumer groups.

Ford's economic report estimates that real gross national product—the total output of goods and services adjusted for inflation—will increase 5 to 5.5 percent in 1977, down from the 6.2 percent for 1976 but a faster pace than the growth rates in each of the last three quarters. "Unemployment will still be unacceptably high during the year," Ford's Council of Economic Advisers said in an accompanying report, falling to "near 7 percent"—depending on the growth of the labor force. The 1977 inflation rate "is expected to remain in the 5 to 6 percent range," the CEA said.

While the details of his economic policy remain to be spelled out, President Carter has said he will ask for programs to lower the nation's current official jobless rate of 7.9 percent to 6.5 percent by the end of this year. Carter is expected to submit his budget revisions to Congress sometime in February. Then Congress will have its say.

Ford's proposals for budget cutbacks in social, welfare, and employment programs include a phasing out of the emergency public service jobs program under Title VI of the Comprehensive Employment & Training Act, elimination of the accelerated public works program, a $2 billion cutback in food stamps and child-nutrition programs, and reduced funds for jobless benefits.

The outgoing Administration called for slashes in social security benefits by phasing out payments to students, preventing lump-sum retroactive benefit payments for those who retire after age 65, and tightening retirement benefit qualifications.

In the education field, Ford urged no new capital contributions for direct student loan programs and cuts would be made in such student assistance programs as National Defense Education Act, college work-study programs, and supplementary opportunity grants.

The impact aid program for school districts with large numbers of federal employees would be cut in half if Ford's proposals were enacted, and reductions also would be made in school aid programs for bilingual education and right-to-read literacy programs.

Ford recommended the closing of eight public health service hospitals and reduced spending on health programs for the poor and the elderly.

Altogether, Ford listed 101 proposed "restraints and terminations" that would affect millions of Americans still battling the worst recession since the 1930s.

On the income side, the Ford budget anticipates that receipts, mainly from taxes, will total $393 billion in fiscal 1978, an increase of 11 percent.

In a look beyond the coming fiscal year, Ford estimated that receipts will rise to $587 billion in 1982, an average 10.6 percent yearly increase, as inflation moves taxpayers into higher tax brackets.

Ford's proposed budget and economic recommendations also assume a program of tax cuts for all families and for businesses over the next five years. He called for a permanent increase in the personal income tax exemption from $750 to $1,000, a higher income allowance, and a series of permanent tax-rate reductions that would provide tax relief for individuals of $10 billion in 1977 alone.

To encourage business investment, Ford renewed his call for a permanent reduction in the corporate income tax from 48 to 46 percent, as well as legislation to extend the 10 percent investment tax credit and the increased corporate surtax exemption provided by the 1976 Tax Reform Act. He also renewed his recommendation of accelerated depreciation for investment in new plants and equipment undertaken in areas where joblessness is 7 percent or higher.

Growth in Real GNP Continues to Slacken

The nation's "real" gross national product, on a downward skid throughout 1976, rose only at an annual rate of 3 percent over the October-December quarter, the Commerce Dept. reported.

The fourth-quarter increase—insufficient to generate the jobs needed to keep up with normal labor force growth—was the lowest rise in real GNP since the 3.3 percent advance posted during fourth-quarter 1975. Real GNP is the value of the total output of goods and services adjusted for inflation since 1972.

Economists consider a 4 percent rate of growth in real GNP the break-even increase needed to accommodate the nation's expanding labor force.

The slowdown in the rate of growth during the final three months of 1976 marked the third straight quarterly decline over the year. Real GNP rose sharply at a 9.2 percent rate in the first quarter, then slid to gains of 4.5 and 3.9 percent in the second and third quarters, respectively.

Expressed in dollars, real GNP last year totaled $1.265 trillion dollars, or $73.3 billion more than the previous year. The increase reflected a 6.2 percent rise over the 1975 total.

The Commerce Dept. also reported that inflation worsened in the final quarter of 1976, rising from a 4.4 percent annual rate in the third quarter to 6.2 percent.

ONE-MAN SHOW OF PAINTINGS produced during the past 20 years is currently on exhibition at the George Meany Center for Labor Studies. The artist, George Meany, gives a personal insight on his work to Betty Goldfinger, top photo, the widow of the late AFL-CIO research director. At the bottom, Meany tells reporters about his pastime while a television crew films the showing.

Meany Exhibits Results Of Painting for Pleasure

George Meany, the painter, paints for diversion and relaxation.

"It's so relaxing," the AFL-CIO president said, "that I can even forget about the economy."

Twenty-seven of his paintings are on display at the George Meany Center for Labor Studies in Silver Spring, Md. The exhibition represents a part of Meany's output of oils and acrylics during the past 20 years.

Meany does his paintings usually from photographs that he has taken with a small camera. He is a self-taught painter who does not try to pattern his works after other artists or old masters. He says he does not want to be disciplined to any particular mode, but prefers to experiment in a number of areas.

However, some of the paintings that carry a "G. M." signature could be mistaken as the work of Grandma Moses.

Although working predominantly in still lifes, landscapes and seascapes, Meany has also ventured into abstracts and whimsical portraits.

One of his oil abstracts is based on his doodlings during a 1973 meeting of the Productivity Commission. "It was a boring meeting" that produced little, he noted, but he expressed pleasure at the resulting painting.

Another abstract in the exhibition which Meany said he dashed out in less than an hour was titled by his grandson, who labeled it "You Ate It, Ralph."

Meany said he works on his paintings in the solitude of a spare bedroom in his home, preferring to be left undisturbed. And in this privacy, he often becomes so engrossed in his painting sessions that he even tends to ignore his cigars.

In addition to working from photographs, Meany has at times made use of postcard scenes and pictures from newspapers. One seascape, titled Bermuda Race, was painted from a black-and-white news picture that appeared in the New York Times. After making a charcoal drawing of the sailing scene, he converted it into an oil on canvas.

Over the past 20 years, Meany has produced about 60 oil and acrylic paintings, most of which have been given to members of his family and close friends.

Of all his paintings, Meany's favorite is a still life of a bouquet of roses that he produced in 1960. His most recent work is a landscape in acrylics of a flood control pond at the studies center.

In an interview with a reporter the night his exhibition opened Meany said that although he draws extensive enjoyment from painting, "I'd rather be known as a labor leader than a painter."

New Director And President Named by LID

New York—The League for Industrial Democracy has elected labor historian Thomas R. Brooks as its new president and named Arch Puddington as the organization's executive director.

Puddington replaces Judy Bardacke, who left the LID after serving five years as executive director to join the staff of Sen. Daniel P. Moynihan (D-N.Y.).

Puddington, 32, spent the last five years at the A. Philip Randolph Institute, where he served as research director and program director. He has written on labor, politics, and race relations for several publications.

Brooks, the LID's new president, succeeds Nathaniel M. Minkoff, who resigned after serving many years in the post.

Controllers Hail Decision On Upgrading

The Air Traffic Controllers have hailed a Civil Service Commission decision to upgrade pay scales at more than 40 busy air traffic control facilities in the nation.

PATCO President John F. Leyden said that although the new classification standards don't resolve all compensation problems affecting controllers, "they do represent a major breakthrough in the effort to bring controllers' compensation in line with their responsibilities."

The commission announced on Jan. 13 that eight facilities would be elevated to General Service (GS) 14 pay levels from the current GS 13 and that 37 other facilities would be upgraded to levels below GS 14.

The last time pay scales at Federal Aviation Administration control facilities were upgraded was in 1968. PATCO represents about 16,000 controllers at more than 450 FAA installations throughout the country.

The union said that the number of controllers who will be reclassified for the higher wage scales is not yet known. An agreement of understanding that PATCO reached withe CSC last November indicated that about 2,100 controllers were in line for upgrading.

Depending on length of service, the annual wage scale of a GS 13 government employee ranges from $24,308 to $31,598. Those in GS 14 earn $28,725 to $37,347.

Although some top-rated controllers earn more than $31,000 a year, Leyden noted earlier that far more are in lower grade levels and that the average annual wage for PATCO members is in the $18-20,000 range.

Leyden said PATCO will continue to press for other needed reforms in working conditions and for the removal of air traffic controllers from the civil service wage structure.

All Incumbents Returned:

New Chairmen Set For 8 House Panels

Eight House committees will have new chairmen this year, the result of retirements or election defeats.

Unlike two years ago, when a reform movement swept the caucus, all incumbent chairmen were renominated by the Democratic Steering & Policy Committee and approved by the full House Democratic caucus.

Except in the Budget Committee, where seniority is not applicable because of the rotating membership, each of the new committee chairmen is the most senior member seeking the post.

The Steering Committee picked and the caucus confirmed Morris K. Udall of Arizona as chairman of the Interior Committee. His predecessor, James A. Haley of Florida, retired from Congress.

Harold T. Johnson of California had committee seniority over Udall, but he gave it up to take over the chairmanship of the House Public Works & Transportation Committee. The previous chairman, Robert E. Jones of Alabama, retired, and the next most senior member was the new House majority leader, James C. Wright, Jr., of Texas.

Udall's choice of Interior paved the way for Robert N. C. Nix of Pennsylvania to become chairman of the Post Office & Civil Service Committee. There was opposition to him in the caucus but he won the confirmation vote, 161-92. The previous chairman, now retired, was David N. Henderson of North Carolina.

The new International Relations chairman will be Clement J. Zablocki of Wisconsin, who was upheld by a 182-72 vote against an attack led by Benjamin Rosenthal of New York, who charged he was hostile to aid to Israel. Thomas E. Morgan of Pennsylvania had been the long-time chairman before his retirement.

Other new chairmen confirmed were John M. Murphy of New York, to succeed Leonor K. Sullivan of Missouri as chairman of the Merchant Marine Committee, and Neal Smith of Iowa, replacing Joe L. Evins of Tennessee as head of the Small Business Committee. On both these committees, more senior members passed up the chairmanship so they could head major subcommittees of other committees more important to their districts.

The caucus also approved the Democratic leadership's nomination of James J. Delaney, the senior member of the Rules Committee, to succeed Ray J. Madden of Indiana as chairman. Earlier, the caucus had elected Robert N. Giaimo of Connecticut as chairman of the important Budget Committee in a contest with Thomas L. Ashley of Ohio.

There was still likely to be at least one major caucus battle over the appointment of subcommittee chairmen of major committees.

Rep. Robert L. F. Sikes of Florida is running into substantial opposition for reappointment as chairman of the Military Construction subcommittee of the Appropriations Committee because he was reprimanded by the House last year on a conflict of interest charge.

An attempt to substitute a northern liberal for a southern conservative proposed by the Steering Committee as a new member of the Ways & Means Committee failed at the Democratic caucus.

With six new members to be chosen, many liberals were concerned that this most important of the legislative committees would not have a majority in support of such goals as tax reform, health security, strengthened social security and improved unemployment insurance. But in the caucus balloting, they failed to substitute David L. Cornwell of Indiana for the Steering Committee choice, Ed Jenkins of Georgia.

The Senate, meanwhile, was awaiting a new version of a committee reorganization plan that was initially drafted by a special committee headed by Adlai E. Stevenson III of Illinois. The Senate Rules Committee has been revising the plan and was scheduled to send its recommendations to the Senate floor by Jan. 26.

Until final action is taken, new senators are being given only temporary committee assignments.

Workers Pick Carlough For ILO Committee Post

Geneva — President Edward J. Carlough of the Sheet Metal Workers has been elected workers' vice president of the 9th session of the Building, Civil Engineering & Public Works Committee of the International Labor Organization.

1-22-77

Correspondence about address corrections should be sent with attached mailing label to: AFL-CIO Subscriptions, Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

NEW SECRETARY OF LABOR, Ray Marshall, was the guest of the AFL-CIO Executive Council at a luncheon in Washington. At the informal day-before-inauguration get-together, he chats with federation President George Meany and Sec.-Treas. Lane Kirkland.

Catch-Up Pay Increases in Store For Congress, Key Federal Jobs

Government executives, members of Congress and federal judges will receive catch-up pay increases on Feb. 19 unless either the House or the Senate passes a resolution of disapproval before then.

The increases, slightly smaller than amounts proposed by a salary review commission on which AFL-CIO Sec.-Treas. Lane Kirkland served, were submitted to Congress by President Ford before he left office.

Ford at the same time strongly urged Congress to enact another recommendation of the salary review panel—a strict code of conduct that, to avoid possible conflicts of interest, would greatly restrict the opportunity for outside earnings by members of Congress and government officials.

Ford said that he had personally discussed the recommended salary increases and code of conduct with his successor. Ford announced that Carter "authorized me to say that he fully supports my recommendations" on both salary levels and the code of conduct.

The officials directly affected have received only one 5 percent increase since 1969; a recommendation submitted in 1974, an election year, was rejected by the Senate.

Under the plan submitted by Ford, members of Congress would get a raise from the present $44,600 to $57,600; the Vice President would advance from $65,000 to $75,000, with similar raises for the Chief Justice and Speaker of the House. Cabinet members would be raised from $53,000 to $66,000 but assistant secretaries would get a substantially bigger raise—from $44,600 to $57,500.

The lowest level of policy executives would be raised from $39,600 to $47,500—a move that would automatically raise the pay of about 25,000 top-level career federal employees who in recent years have not been able to collect their full comparability increases because of the ceiling set by executive pay scales. Many of them will move immediately up to the $47,500 ceiling.

The changes would not affect the salary of the President, which is set by law at $200,000.

A broad-based citizens' group, including a number of labor members, recently published a full-page advertisement urging congressional concurrence with the new salary scales and adoption of the proposed code of conduct.

It cited as evidence of the need for higher salaries extreme difficulties in filling key posts at the National Institutes of Health, resignations of senior civil servants in top posts a the Social Security Administration and National Labor Relations Board, difficulties in filling major research directorships and an unprecedented number of early retirements by government executives whose pay has been frozen.

Kirkland was a member of the steering committee of the group that placed the advertisement—a body whose members included such diverse public figures as Urban League Director Vernon E. Jordan, Jr., Columnist William Buckley, Jr., and League of Women Voters President Ruth C. Clusen.

Signers included union Presidents Murray H. Finley of the Clothing & Textile Workers, John H. Lyons of the Iron Workers, Martin J. Ward of the Plumbers & Pipe Fitters, Glenn E. Watts of the Communications Workers and Leonard Woodcock of the Auto Workers.

NLRB Caseload Hits New Peak for Quarter

A record number of cases was filed with the National Labor Relations Board during the fiscal "transition quarter," July to September 1976, as "our caseload continues without letup," NLRB Chairman Betty S. Murphy said.

Workers, unions, and business firms filed 13,011 cases of all types during the three-month period, compared with 12,393 in the same quarter a year earlier, the NLRB said. The agency's regular fiscal year ended last June 30 and, with other government agencies, commenced again on Oct. 1 as the government switched over to a fiscal year that will end this Sept. 30.

Murphy said she expects some 55,000 unfair labor practice charges and representation election petitions to be filed in the current fiscal year.

In the July-September period, 9,200 unfair labor practice charges and 3,811 petitions for the NLRB to conduct employee secret-ballot representation elections were filed with the agency. During the three months, the NLRB conducted 2,103 elections. In 48 percent of the elections, workers chose unions to represent them.

Most of the agency's caseload is processed and disposed of at its regional offices around the country. The five-member board itself issued 115 decisions in contested unfair practice cases and disposed of 110 cases in the representation election area.

Of 6,223 unfair practice charges brought against employers, the NLRB said 2,526 were filed by AFL-CIO affiliates, 2,671 by individuals, 1,013 by unaffiliated unions, and 13 by other employers.

Of the 2,977 charges of unfair practices brought against unions, 1,211 were filed by employers and employer associations, 1,715 by individuals, 22 by AFL-CIO affiliates, and 29 by unaffiliated unions.

At the end of the quarter, 823 cases were pending decision by board members, compared with 674 pending on July 1, 1976, and 651 on Sept. 30, 1975. Of the 823 cases pending before the full board, 564 involved unfair practices and 259 representation petitions.

The total of 19,173 cases of all types awaiting disposition at various procedural levels compares with 17,996 at the end of June 1976.

Unfair practice charges accounted for 14,256 of these cases. The rest involved petitions for various types of representation elections, union-shop deauthorization, amendment of certification, and clarification of bargaining units.

Labor Board Marks 30 Millionth Vote

Thirty million Americans have voted in union representation elections conducted by the National Labor Relations Board, and the agency is planning a celebration of the milestone.

The 30 millionth vote was cast by an employee of the Millers Fall Paper Co. in Massachusetts, in an election won by the Paperworkers.

The NLRB, which has conducted some 300,000 such elections over the past 42 years, will mark this one with a dinner in Washington on Mar. 2 that will be addressed by prominent officials from both unions and management.

Miami Hotel Workers Okay Strike Accord

Miami—Striking workers at resort hotels in the Miami area returned to their jobs following approval of a new master bargaining agreement with the South Florida Hotel & Motel Association.

Under the agreement, reached on Jan. 14 with the aid of a federal mediator, members of Local 355 of the Hotel & Restaurant Employees will receive pay increases of $3 a day for tipped employees and $3.75 a day for nontipped employees over a three-year period.

Edward T. Hanley, the union's president, who took part in the negotiations, described the agreement as "a fair settlement for everyone." He said he was "particularly gratified that the hotels will put all the striking workers back on the job." Return of the strikers to their jobs without reprisal from the owners was a major issue in winding up the dispute.

The strike that began on Christmas day spread to nine large hotels in the Miami-Miami Beach area. Union negotiators sought and won a guaranteed amount to be added to a maid's daily wage for cleaning each room during a convention or tour visit.

The blanket contract, which will cover about 5,000 maids, bellhops, waiters, and other hotel service workers, also included other benefits. A number of other hotels had settled with the union earlier.

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Labor Bids Congress Act On Plan for 2 Million Jobs

Union Foes Fail to Stop Marshall

Ray Marshall was sworn in as Secretary of Labor in President Carter's oval office after a right-wing coalition of senators delayed but failed to block his confirmation.

The University of Texas professor, who has headed major research projects in rural poverty, minority problems and job training, was confirmed by a 74-20 vote after nearly five hours of debate.

Most of the time was taken by allies of the National Right to Work Committee, which had launched a vehement attack on Marshall's opposition to laws that ban the union shop, his declared belief that Section 14(b) of the Taft-Hartley Act should be repealed, and his endorsement of construction site picketing rights.

Marshall's personal qualifications and integrity were not challenged; most who voted against his confirmation made clear their opposition was strictly ideological.

The right-wing attack was aimed at the labor movement and its "influence" in Congress and the Administration. It, in turn sparked an eloquent rebuttal by Sen. Hubert H. Humphrey (D-Minn.).

Sen. John G. Tower (R-Tex.) had launched a diatribe against unions, and Humphrey rose to reply:

"I have not heard him raise his voice about the power of the financial community, which has much more power in this country

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JOB PROGRAMS are the best and least expensive form of stimulus to get the American economy moving again, AFL-CIO Legislative Director Andrew J. Biemiller testified at House Budget Committee hearings. From left, Assistant Legislative Director Kenneth Young, Biemiller, Research Director Rudy Oswald and Urban Affairs Director Henry Schechter.

Asks Lifting Of Ceiling On Budget

By David L. Perlman

The AFL-CIO asked Congress to lift its self-imposed budget ceiling so that 2 million more persons can be put to work this year through expanded job programs.

Legislative Director Andrew J. Biemiller told the House Budget Committee that the AFL-CIO's $30 billion economic stimulus plan is the quickest, least costly way to reduce unemployment.

The tax-oriented Carter Administration program "simply won't do the job," he said. While tax rebates and a new windfall of tax credits for business may be politically attractive, Biemiller stressed that the economy's great need is for more paychecks.

Any new stimulus to the economy must be preceded by a congressional resolution modifying the budget components and totals that Congress adopted last September for the current fiscal year, which runs until Oct. 1, 1977. The thrust of the AFL-CIO testimony was that new ceilings should be set that would speed the pace of a lagging economic recovery.

"Unemployment is a time bomb ticking in the foundation of this society," Biemiller warned. He noted that the slight reduction in the most recent unemployment rate came about largely because 120,000 more adult men "became too discouraged to even look for jobs."

Labor's criticism of the Carter economic program shouldn't be read as "a break with the President we supported for election," Biemiller told the committee.

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For Non-Profit Publications:

Labor Press Seeks Postage Rate Limits

The International Labor Press Association and the AFL-CIO joined in urging Congress to impose a ceiling on postal rates for non-profit publications, declaring that rising postal charges threaten the very existence of such publications.

ILPA Sec.-Treas. Allen Y. Zack, testifying before the federal Commission on Postal Service, called for a statutory limit on the preferred rate for qualified non-profit publications of not more than 50 percent of the charge for comparable commercial publications.

"The solution to the myriad problems affecting the Postal Service is not ever higher postal rates," Zack said. "That is a non-solution, a Catch 22. Higher rates result in declining volume, and declining volume necessitates further rate increases."

Zack, who submitted a letter to the panel from AFL-CIO Legislative Director Andrew J. Biemiller associating the federation with his testimony, said that a preferred rate structure for non-profit publications "is a legitimate and necessary public service responsibility of a postal service, and should be subsidized by the federal government."

The Commission on Postal Service, whose members include former Letter Carriers President James Rademacher and Executive Vice President David Johnson of the Postal Workers, was set up by Congress last year to make recommendations for restructuring the postal system. Its report to Congress is due Mar. 15.

Zack said that in a country as large as the United States reasonable and equitable postal rates are vital to the nation's well-being.

"In a democracy, the right to free speech and press is meaningless if an excessive price tag on postage prevents exercise of those freedoms," he declared. The problems posed by escalating postal rates are not unique with the labor press, Zack stressed, but are shared by all non-profit publications, including those of churches, educa-

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Carter Urges Allocation of Natural Gas

President Carter asked Congress for emergency legislation to allocate scarce natural gas supplies and relieve shortages that have forced the closings of factories and schools in a number of states.

The legislation would allow interstate pipelines, whose rates are subject to federal regulation, to obtain additional gas at uncontrolled prices from pipelines that operate only in a single state.

The President's energy adviser, James Schlesinger, said the price impact on consumers would be small and the President would be empowered to restrain "excessive" price increases.

He termed the proposed legislation "a minimum bill' designed to end a wave of layoffs and plant closings and avoid the controversy

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New Secretary Backs Apprentice Expansion

Secretary of Labor Ray Marshall would like to see apprenticeship training expanded into additional industries and job skills.

He considers it by far the most effective form of "meaningful training." But Marshall cautioned in a television interview that there is a limit to the number of apprentices that can be absorbed in the construction trades and other traditional programs.

He suggested that such mass production industries as auto manufacturing might make more use of apprenticeship to develop skilled workers.

Another candidate for apprenticeship slots, Marshall suggested, is the fast-growing health care field.

"Apprenticeship is well suited for training non-physician health professionals," he said on the ABC network's Issues and Answers program.

The new Secretary of Labor, who was interviewed several days before his confirmation by the Senate, firmly rejected the suggestion that unions might be hostile to any expansion of apprenticeship program.

Quite the contrary, Marshall retorted. "Organized labor strongly supports apprenticeship programs . . . more than any other kind of training."

He acknowledged that there has been concern, especially during the

(Continued on Page 7)

Kirkland Underscores AFL-CIO Independence

New York—Labor is frankly disappointed by the apparent shape of the Carter Administration's economic program and looks to Congress to improve it, AFL-CIO Sec.-Treas. Lane Kirkland said.

His speech to a Jewish Labor Committee dinner honoring Ladies' Garment Workers President Sol C. Chaikin spelled out an independent role for the AFL-CIO during the Carter Administration.

"We have to continue to work and fight and bring pressure to bear just as we did before," he stressed. "We are disappointed in the Carter proposals and we said so publicly because we have an obligation to our members and to the jobless in America. We couldn't let them believe that this package would do the job when we know full well that it won't."

Kirkland took sharpest exception to the Administration's intent to seek lower corporation taxes—"tax cuts that won't create a single job or feed a single unemployed worker's family."

Corporations need customers, not tax credits, Kirkland said. "And they'll get customers when the mil-

(Continued on Page 6)

LEAFLETS URGING CONSUMERS not to buy J. P. Stevens & Co. products are distributed on a downtown street by members of the Cleveland Joint Board of the Clothing & Textile Workers. The campaign is part of a nationwide boycott against the southern-based firm seeking economic justice for its 44,000 workers, many of them blacks and women earning low wages.

Boycott of J. P. Stevens Products Gains Momentum in Major Cities

New York—The consumer boycott of J. P. Stevens & Co. products gathered momentum throughout the country as the Clothing & Textile Workers stepped up its campaign to secure economic and social justice for some 44,000 employees of the notoriously anti-union firm, the second largest textile producer in the country.

Over the past three months, the union has accelerated its boycott activities by conducting leafleting campaigns in such major American cities as Detroit, Philadelphia, Chicago, St. Louis, Boston, Pittsburgh, and Cleveland. The largest demonstration by far was this week's effort in New York's Times Square.

The boycott has the complete support of the AFL-CIO, and ACTWU President Murray H. Finley pledged that it will continue until Stevens ceases to violate labor laws, civil rights and other statutes in dealing with employees at its 85 plants and negotiates a contract at Roanoke Rapids, N.C., where 3,500 company workers voted for union representation two and a half years ago.

Eventually, Finley said, the union plans to open boycott headquarters in 27 cities.

The leaflet blitz is only one phase of ACTWU's overall campaign to establish the right of Steven's workers to union representation. The union, which resolved to have the showdown with the company at last June's merger convention of the Textile Workers and the Amalgamated Clothing Workers, is also pressing its case in the courts and before the National Labor Relations Board.

But the boycott represents a major, new tactic in labor's 13-year organizing battle with the firm. And ACTWU says it has dug in for the duration, however long that may be.

"We're just getting into high gear," said Jacob Sheinkman, the union's secretary-treasurer. "We don't look upon this fight as something that will be over in three months."

In its leaflets, ACTWU is asking the public not to buy textile products manufactured by Stevens. The products, often sold without the Stevens name, include towels, sheets, tablecloths, draperies, blankets, carpeting, and other textile items. The AFL-CIO's Union Label & Service Trades Dept. has distributed a "boycott guide" which lists many of the brand names that identify the company's products.

Among the better known brands are Utica and Mohawk (sheets, pillow cases, and blankets), and Tastemaker and Gulistan (carpets).

Besides Stevens's long record of union-busting, the leaflets also stress working conditions that cause "brown lung," a respiratory disease associated with breathing cotton dust. The literature also charges that the company's low wage scales amount to "economic exploitation" of its workers, many of whom are black. Most of the company's plants are situated in North and South Carolina and Georgia, the bulk of them in small towns.

A major goal of the ACTWU boycott is to bring Stevens to the bargaining table to work out a contract covering workers at its seven plants in the Roanoke Rapids area. Workers there voted for union representation with the TWUA, before it merged with ACWA, in a National Labor Relations Board election in August 1974. Yet after some 60 meetings with union negotiators since then, the company has succeeded in avoiding a contract by engaging in mere "surface bargaining."

Last July, an NLRB regional director issued a complaint based on the union's charges that Stevens has "negotiated with the union in bad faith and with no intent of entering into any . . . collective bargaining agreement" at Roanoke Rapids.

Stevens, whose annual sales are about a billion dollars, has engaged in a systematic pattern of labor law violations to the point that AFL-CIO President George Meany has described the firm as "the number one labor-law breaker in America."

Since 1963, the company has been found guilty by the NLRB 15 times for illegal firings, coercion of employees, bad-faith bargaining and other unfair practices and has been judged guilty of contempt three times by U.S. appeals courts. The appellate decisions were upheld in each instance by the Supreme Court.

In addition, the company has been found guilty of race and sex discrimination in hiring, price fixing, industrial piracy, calculated underpayment of property taxes, and extensive violations of federal safety and health standards in its plants. In a Watergate-type case involving wiretapping of a union organizer's motel room, Stevens decided not to defend itself, and paid $50,000 to settle a damage suit.

Labor Dept. Wins Stay of OSHA Ruling

Supreme Court Justice William H. Rehnquist has temporarily stayed a federal district court order that would have extended a ban of all federal job safety inspections.

In effect, this means that Occupational Safety & Health Administration compliance officers will be allowed to continue inspections of workplaces without first obtaining a search warrant in all states but Idaho.

However, Rehnquist let stand that part of the lower court decision that prohibits any OSHA inspections in Idaho.

A three-judge federal court panel in that state ruled last month that OSHA inspections without a warrant violate the Fourth Amendment to the Constitution.

The Labor Dept. had sought a general stay of the Idaho ruling pending an appeal. Rehnquist said OSHA inspections will be permitted to continue in other jurisdictions until he gets a response from the company that challenged the inspections, and until he or the full court issues a further order.

6-Cent COL Hike Due Steelworkers

Pittsburgh—Some 400,000 workers in the basic steel industry will receive a 6-cent hourly cost-of-living raise on Feb. 1, and an additional 30,000 workers in the can industry will receive a similar pay adjustment Feb. 15, Steelworkers President I. W. Abel announced.

Earlier adjustments under COL clauses in the union's 1974 settlements with the steel and container industries netted the workers a total of $1.13 an hour.

AFL-CIO Affiliates:

Union Conventions Scheduled for 1977

Below is a list of conventions scheduled for 1977 by AFL-CIO national and international affiliates and state central bodies. Changes and additions will be reported.

DATE	ORGANIZATIONS	PLACE
Mar. 28-30	Louisiana	Baton Rouge
Apr. 17	Mechanics Educational Society	Niagara Falls, N.Y.
May 9-13	Jewelry Workers	Miami Beach
May 11-14	Utility Workers	Miami Beach
May 16	Plate Printers & Die Stampers	Ottawa
May 18-20	Arizona	Flagstaff
May 24-27	Pennsylvania	Philadelphia
May 27	Ladies' Garment Workers	Hollywood, Fla.
June 5-10	Office & Professional Workers	Los Angeles
June 6	Flint Glass Workers	Hollywood, Fla.
June 6	Leather Goods, Plastics & Novelty Workers	Miami Beach
June 6-8	Arkansas	Hot Springs
June 13-15	Grain Millers	Miami
June 13-15	Idaho	Boise
June 13-16	Insurance Workers	New Orleans
June 13-18	Glass Bottle Blowers	St. Louis
June 20	Boot & Shoe Workers	Miami Beach
June 20-23	Musicians	Honolulu
June 20-24	Communications Workers	Kansas City
June 27-July 1	Newspaper Guild	Honolulu
July 19-21	Stove Workers	Newark, Ohio
July 20-23	Texas	Austin
July 25-29	Retail Clerks	Honolulu
Aug. 1-6	Aluminum Workers	New Orleans
Aug. 5-7	Nevada	Reno
Aug. 8-12	Boilermakers	Vancouver, B.C.
Aug. 8-12	Oil, Chemical & Atomic Workers	Los Angeles
Aug. 8-12	United Garment Workers	Kansas City
Aug. 10-12	Utah	Salt Lake City
Aug. 14-19	Teachers	Boston
Aug. 15-17	Nebraska	Omaha
Aug. 18-20	Montana	Butte
Aug. 20-26	Typographical Union	Cincinnati
Aug. 26-28	Farm Workers	Fresno, Calif.
Sept. 5-9	British Trades Union Congress	Blackpool, England
Sept. 8-10	North Dakota	Grand Forks
Sept. 18-21	Minnesota	St. Paul
Sept. 18-23	Bricklayers	Las Vegas, Nev.
Sept. 19-22	Allied Industrial Workers	Bal Harbour, Fla.
Sept. 21-23	Iowa	Waterloo
Sept. 26-28	Tennessee	Nashville
Sept. 26-29	Illinois	Peoria
Sept. 26-30	Transit Union	Washington, D.C.
Sept. 28-30	Connecticut	New Haven
Oct. 3-7	Transport Workers	New York
Oct. 6-8	West Virginia	Charleston
Oct. 10-12	Alabama	Montgomery
Oct. 10-14	Telegraph Workers	Cincinnati
Oct. 12-14	Kansas	Topeka
Oct. 18-19	Public Employee Dept.	Washington, D.C.
Oct. 24-28	Woodworkers	Portland, Ore.
Oct. 27-28	Industrial Union Dept.	Atlanta
Oct. 31-Nov. 4	Massachusetts	Boston
Nov. (no date)	Leather Workers	undecided
Nov. 7-11	Flight Engineers	Hong Kong
Nov. 30-Dec. 2	Building & Construction Trades Dept.	Los Angeles
Dec. (no date)	Food & Beverage Dept.	Los Angeles
Dec. 3-5	Metal Trades Dept.	Los Angeles
Dec. 4-7	International Labor Press Association	Los Angeles
Dec. 5-6	Union Label & Service Trades Dept.	Los Angeles
Dec. 5-7	Maritime Trades Dept.	Los Angeles

Teachers Win L.A. College Unit

Los Angeles—Teachers in the 5,200-member Los Angeles community college system have picked a unit of the American Federation of Teachers as their bargaining agent. The system represents the largest single group of community college teachers in the nation.

The Los Angeles College Guild, AFT Local 1521, received 1,996 votes to 1,617 for the California Teachers Association. AFT now has won both contested community college elections since California's Rodda Act became effective last April The new state law permits collective bargaining for teachers from kindergarten through junior college. The union's first win was last October at El Camino Community College.

Virginia Mulrooney, the local's executive director, said the local's bargaining priorities are equitable working condiitons" and "quality education for our students."

'Running to Keep Up':

Recession Causes Fringe Benefit Lag

New York—Workers made little progress in negotiating new fringe benefits during the nation's economic slump, striving instead to maintain job security and to offset their losses in purchasing power, AFL-CIO economist John Zalusky told a Conference Board seminar here.

"Labor has been running like hell just to keep up during the '70s," Zalusky observed. "And, in many ways, we haven't kept up," he said, noting that real wages are no better now than they were in the late '60s because of eroded purchasing power.

The focus on immediate union negotiating goals, he predicted, will be on basic economic needs — improving escalator clauses, more time off the job, improvements in pensions so that workers can afford to retire, and improvements in hospitalization to keep pace with rising medical expenses.

Zalusky told the 400 participants at the one-day conference on Rethinking Employee Benefit Assumptions that labor shares management's concern for rising medical fees and hospital costs.

He pointed out that medical costs have been rising much faster than the general rate of inflation, pushing up the premiums of negotiated health insurance plans as insurers have been unable to control costs. Nor have labor and industry been successful in holding down the rising costs of medical packages, he noted.

The only way out of this dilemma is a broad-based national Health Security program, Zalusky stressed.

"Such a program, by making preventive medicine readily available, would decrease costs by catching serious ailments early," he observed. "Our present approach is one of reimbursing workers for sickness rather than paying for the maintenance of good health. It is casualty insurance and not a health program."

Zalusky said that labor has not seen much support for Health Security from industry, even though it would be beneficial to management, its own workers and the entire nation.

"If this program is not legislated in the next few years, we will have to continue to improve health care as we have in the past—at the bargaining table," he said.

"In the short run, I see improvements being sought in the basic medical package and greater emphasis being applied to medical care for workers on layoff, dental care, prepaid prescriptions, eye care and hearing aids. These additions to health insurance programs are relatively inexpensive individually," he said.

He also noted that union negotiators have shown more interest in gaining prepaid legal plans and group auto insurance.

But the immediate emphasis will be on negotiating an adequate wage package, and "really big fringe benefit improvements," he said, "will have to wait for the prospect of more stable economic conditions."

AT WHITE HOUSE reception the day after his inauguration, President Carter warmly welcomes AFL-CIO President George Meany.

U.S. Urged to Replace 'Phony' Detente Policy

The United States must rid itself of "this phony policy" of detente with the Soviet Union, and shift to a foreign policy of open diplomacy, "a diplomacy of truth and strength, understandable by both friend and foe," President Joseph T. Power of the Plasterers & Cement Masons declared.

Addressing a conference sponsored by the National Captive Nations Committee, Power said:

"We should have a new foreign policy after a detente that does not exist. The policy of detente that we have followed negates every positive step that we could make to help defend and enhance freedom at home and abroad."

In reality, Power asserted, detente between the United States and the USSR has never existed. Detente has been an illusion, a hoax that has worked almost solely to Moscow's advantage, he charged.

The Soviet Union's leadership has never rejected its stated objective of world domination, he observed, and continues to arm itself to the teeth. The Kremlin is outspending the United States by 3 to 1 in military areas and, except in a few important areas of weaponry, has outstripped the United States, he charged.

Power said the United States continues to let itself be deceived by Soviet promises of honorable conduct in negotiations on many issues related to peaceful coexistence. As a result, he said, Moscow achieves an undeniable advantage in every area of agreement reached, whether in SALT (strategic arms limitations treaty) I or at Helsinki where in 1975 the U.S., Russia, and 33 other nations agreed to closer cooperation in Europe.

While Americans debate the so-called merits of detente, Power said, the Soviets pursue military and political adventures in Third World countries and with the newly designated "national" Communist parties in Western Europe.

The American worker and the trade-union movement have a direct interest in American foreign policy since "we want all workers everywhere to enjoy a standard of living comparable to ours," Power said. "They must have elementary rights, the right to assemble and associate freely . . . the right to speak . . . the right to vote . . . the right to strike—to withhold their labor when conditions of their employment are not acceptable."

The two-day conference heard other speakers in government, academia, and the publishing field discuss the theme. "The U.S. and the USSR After Detente." Other subjects explored were the Helsinki accords, the progress of SALT talks, the North Atlantic Treaty Organization, and captive nations. AFL-CIO President George Meany has been honorary chairman of the Captive Nations Committee for several years.

Steelworkers Ask Retention Of Import Lids

Pittsburgh — The Steelworkers urged President Carter to stand firm against foreign pressures to remove existing import controls on specialty steel.

USWA President I. W. Abel warned that the lifting of import quotas would be a clear threat to the jobs of thousands of specialty steel workers.

"By using up their quotas and then demanding that restraints be lifted so they can ship even more stainless and tool steel into this country," Abel said, "foreign producers have signaled their determination to further penetrate American markets with their government-subsidized products."

The USWA said that specialty steel imports in 1976 were about 5 percent higher than the year before, even though the White House imposed limitations at mid-year. Former President Ford took the action after the International Trade Commission found the imports caused "substantial injury" to the American industry and its worker.

Although final figures are not expected until late February, data for the first 11 months of the year indicate that specialty steel imports will exceed 200,000 tons. This compares with 192,000 tons in 1975.

In some product lines the import penetration is expected to be proportionately higher, the union said. Imports of hot-rolled stainless steel, for example, will likely be 50 percent higher than in 1975, and cold-rolled stainless sheets are expected to show a 35 to 40 percent increase.

Because of government subsidies of foreign steel producers, Abel said, excessive imports of specialty steel have put the American economy at a sharp disadvantage in international trade.

"If America loses on this issue, we risk a serious economic setback with more unemployment," Abel said.

Steel Union Fights Delay On Coke Oven Standard

The Steelworkers have joined with the Labor Dept. in seeking to vacate a court order that seriously weakens a new coke oven safety standard.

Just days before the standard was to become effective on Jan. 20, the U.S. Circuit Court of Appeals in Philadelphia granted the basic steel and coke industries a delay in implementing some crucial provisions of the regulation.

The standard was developed by the Occupational Safety & Health Administration last October, after years of delay, to reduce worker exposure to cancer-causing coke oven emissions.

Some parts of the standard, including a gradual phasing-in of engineering controls and certain work practices, did go into effect on schedule.

But the court issued an interim stay in blocking other parts of the regulation that the USWA considers vital to the protection of the nation's 22,000 coke oven workers.

These delayed provisions include a comprehensive monitoring program to measure worker exposure to emissions, providing workers with respiratory protection and special clothing, and air quality and hygiene controls in lunch rooms and locker rooms.

When fully implemented, the standard would by 1980 reduce worker exposure to coke oven emissions to 0.15 milligrams of benzene-soluble particulate matter per cubic meter of air over an eight-hour period.

The request for the appellate court delay was filed by the American Iron & Steel Institute and the American Coke & Coal Chemical Institute. Most major steel companies and coke producers are members of the associations.

USWA President I. W. Abel charged at the union's coke oven conference in Toronto that the steel companies are totally disregarding the hazards coke oven workers fact.

"The callous, indefensible position of the industry in trying to block and delay and prohibit an effective coke oven standard is a throwback to the early days when industry treated machinery and equipment with more respect than its workers," Abel said.

He cited medical studies showing that workers involved in coke production are 10 times more likely to get cancer than other groups of workers. He also noted that coke oven workers are dying at a rate of 240 a year.

This means that for the six years since the USWA began its all-out battle for a coke oven standard in 1971, Abel said, "about 1,300 coke oven workers will ultimately die of cancer and other occupational illnesses."

Despite the grim statistics, he added, "the industry seeks more delay, and if possible they will try to get the courts to throw the standard out completely."

Steel companies filed a broad-based challenge to the standard immediately after it was issued last year. The request for an appeals court stay of certain provisions was filed later.

Philadelphia Reporters Capture Broun Award

Investigative reporters Acel Moore and Wendell Rawls, Jr., received the Newspaper Guild's Heywood Broun Award for a series of articles in the Philadelphia Inquirer exposing brutality, corruption and murder at Pennsylvania's Farview State Hospital for the criminally insane.

This is the second consecutive year and the third time in four years that reporters for the Inquirer have won the Guild's top journalism prize.

The 36th Broun award, which includes a check for $1,000 to the winners and a citation for the newspaper, was presented at a luncheon during the Guild executive board's winter meeting in Washington. The award is given annually as a memorial to the union's founding president.

In selecting the Moore-Rawls entry from a record 142 contest submissions, judges said that their effort "reflected an extraordinary diligence, persistence and professional skill."

The work of Moore and Rawls resulted in a series of continuing investigations that are leading to reforms in the commitment and treatment of people at the state hospital, the judges noted.

The articles revealed that for decades patients at Fairview had been brutalized and even murdered while the complaints of inmate witnesses were ignored because they had been certified as criminally insane.

"These articles are in the tradition of the work of Heywood Broun in illuminating the condition of an inarticulate and defenseless segment of society," the judges said.

Honorable mention citations were given to Myron Farber of the New York Times and Amos A. Kermish of the Cleveland Plain Dealer. Farber's citation was for a series uncovering up to 40 curare deaths a decade ago in a New Jersey hospital that led to a murder indictment of a surgeon allegedly involved in the deaths. Kermisch's entry dealt with the exposure of corruption in the Cuyahoga County engineer's office that led to the indictment of four persons.

The judges for the competition were Fred J. Graham of CBS News, Jack W. Germond of the Washington Star and William V. Shannon of the New York Times.

Moore, who started his newspaper career as a copyboy with the Inquirer in 1962, has been active in Philadelphia Local 10 affairs. Rawls, also a former member of the local, had been with the Philadelphia newspaper from 1972 until he recently joined the Washington bureau of the New York Times.

A Crucial Year

WHILE WE RECOGNIZE that unemployment is not going to be eliminated this year, we view a goal of reducing unemployment by 1.5 percent in calendar 1977 as unnecessarily modest. This year—1977—is crucial to the solution of the unemployment problem. That is why Congress should begin a bold offensive against massive unemployment—a program built on the solid base of job creation which is demonstrably the most effective, least costly, quickest method of reducing unemployment.

Anything less than a $30 billion program emphasizing job creation would sacrifice the opportunity to make a significant dent in unemployment this year. Such a major stimulus program is necessary if the economy is to achieve even the modest goal of a 6 percent growth rate.

Despite the rosy glow of former President Ford's Economic Report, the facts are that no improvement was made in the unemployment rate during 1976; the rate of growth in the GNP has declined for the third straight quarter; and the unusually harsh winter is certain to compound the sad unemployment and growth pictures.

According to the December Congressional Budget Office report, four factors have caused what CBO called "the Disappointing Recovery"—lagging consumer spending, inadequate investment in plant and equipment, a weak housing industry and financial belt-tightening by state and local governments. That CBO report also estimated that a program similar to that outlined by the Carter Administration would result in less than a half-of-one-percent reduction in the unemployment rate.

UNEMPLOYMENT IS a time bomb ticking in the foundation of this society. America cannot afford much more "good news," such as the most recent unemployment figures where the rate declined largely because 120,000 adult males became too discouraged to even look for jobs.

The unemployment situation is a stagnant swamp of wasted human lives. In virtually every category—adult men, adult women, blacks, whites, household heads—unemployment is, at best, no worse than a year ago. Only among teenagers was the jobless rate more than one-tenth of a percent lower at the end of 1976 than it was at the beginning, and even that "improvement" left the rate disastrously high.

In three years the economy has lost nearly 2 million construction and manufacturing jobs. This has seriously weakened the economy by eroding its goods-producing base. This country must begin to recapture the skills and productivity of these workers or face continued economic problems for decades. And that, too, is a goal of our program.

A quick fix—such as a stimulus program based on tax rebates and tax cuts—simply will not do the job that must be done. Despite its obvious attractiveness politically, individual tax rebates and cuts cost much more per job created and work much too slowly to be effective this year.

The workers we represent would rather have full paychecks derived from continuing employment than a couple bucks less a week withheld from their taxes. The unemployed would rather have a job and continuing paychecks than a one-shot rebate of $50 or $100.

—From AFL-CIO testimony before the House Budget Committee, Jan. 25, 1977.

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Under Carter Administration:

Improved Climate Developing For Union Organizing in South

By Gus Tyler

BECAUSE THE UNITED Auto Workers won a bargaining election at the General Motors plant in Monroe, La., just about six weeks after the election of Jimmy Carter, the union victory is tied in with the Democratic victory at the polls.

In elementary logic courses, this fallacy in reasoning is referred to as post hoc, ergo propter hoc (after something, therefore because of something). It is really impossible to establish any causal relationship between the vote for Carter and the vote for the UAW.

And yet, in a sense, the two events are aspects of the same social movement, with each event adding to the impetus of the other.

The UAW win is not the first election victory of a union in the South. Hundreds of bargaining contests have been won in the last several decades by many unions.

The significance of the auto union vote, however, lies in the fact that in the three previous ballotings in southern GM plants, the auto union lost. This was its first such victory.

The union win was far from a landslide—323 to 280 votes. And even this close victory loses some of its glamour when it is realized that the company agreed in advance to play a purely neutral role in the contest.

Despite this, there are cheers in labor ranks because the UAW won in a community that is economically rural and socio-politically conservative. In other words, the union won in the Old South.

In this sense, the outcome of the union election, like the outcome of the earlier primary contest between Carter and Wallace, is a measure of the changing cultural patterns of Dixie.

But, before such union "victories" become effective, other changes are needed. Although the UAW has won a first round, it has not yet won the bout. After a union is certified, it must then conclude a contract.

While this may be a relatively easy undertaking for the UAW since it enjoys established contractual relations with GM in other parts of the country, other unions will find—as they have found—that winning an election is not necessarily a prelude to winning a contract.

The southern pattern has been for companies to "bargain" the unions to death, after the union wins the election. First, the company tries to convince the labor board that the company is bargaining "in good faith," while doing everything it can to give nothing—under the guise of giving something.

If the company loses the round with the regional board, it goes before the national board. If it loses that round, it goes before the regional court, and then a higher court, and then the highest court.

When it loses at all levels, after years of protracted ploys, it may still refuse to comply, except under duress amidst delay.

Here a Carter administration may make the big difference, a change in the climate, not only among southern workers, but in the national agencies and in the federal courts.

When that happens, American labor is apt to experience a resurgence similar to that in the Rooseveltian days—but, this time, mainly in the South. And that, in turn, will have profound impact on voting patterns in the future.

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On Symbols And Substance

Certainly it is fitting to symbolize in the high offices in this country the fact that this is a multiracial society, a democratic society of equal rights and equal status for all. I don't discount that symbolism, and I would have hoped that working people and their contributions to society were represented in it. But behind those symbols, we are concerned with the substance of what they produce and what they represent in terms of programs.

Out of this perhaps has come a useful and wholesome lesson at this fitting stage for the next four years for the new Administration. And that lesson is that the outcome of an election and the rise of new political leadership does not relieve the trade movement of any of its burdens or solve any of our problems.

We have to continue to work and fight and bring pressure to bear just as we did before. And we're going to have to continue to do our own job ourselves and keep our powder dry—that, after all, is the meaning of a free trade union movement.

—AFL-CIO Sec.-Treas. Lane Kirkland at Jewish Labor Committee dinner, Jan. 12, 1977.

Nations' Resources Vary:

Labor's 'Third World' Efforts Aimed at Filling Critical Needs

The following is excerpted from "A Guide to the Third World," by Irving Brown, AFL-CIO international representative, which appears in the January 1977 AFL-CIO American Federationist.

THERE IS NO SINGLE common denominator for what is termed the "Third World" but rather a varying, discordant, sometimes bewildering and disunited number of nations (usually referred to as "the 77") seeking first and foremost their own national security, whether economic, political, social, or military in nature.

The major considerations of American labor in relation to the peoples, the unions, and governments of this "Third World," take into account essential facts about these areas.

● There are countries with a relatively long history of political independence and sovereignty, especially in Latin America. However, such nations are not independent economically since external forces control, dominate or otherwise influence the political development of the country in combination with indigenous entrepreneurs and bankers. Nor can one ignore the vestiges of early colonial domination which remain in the form of ruling elites who dominate the indigenous population—as the Indians, native to Latin America.

● There are many nations of the world where colonialism has only recently been cast off. This is especially true in Black Africa and most acute in southern Africa, where colonialism and apartheid regimes still hold sway. In Rhodesia and South Africa the struggle for political liberation is still the overriding consideration that determines American labor's basic association with these liberation movements.

● The levels of economic development within the "Third World" are uniformly low. Notwithstanding, there are great differences among and within these nations. Great gaps exist between what can be called rich and poor nations or between the industrialized North and the markedly less industrialized, more agrarian South. There is, as well, a widening gap between the rich and the poor within these nations.

● This leads to new distinctions between what can be called the poor poor nations and those that can be called the rich poor nations—best epitomized by the developing petroleum countries where internal capital resources are not lacking—or at least are not lacking to the degree that they are in the poor, poor nations.

● Therefore, different rates and levels of economic and potential industrial development among these nations result in differences in their requirements for capital investment and financing needs, as well as uneven abilities to absorb and utilize capital investment.

● No matter when independence may have to come to these nations, their economies lack the basic infrastructure for industrialization and monetary stability that permit even relative ceonomic self-reliance.

● The consequences of this lingering dependency are especially acute for labor. Large segments of the laboring population do not have the necessary skills or cultural orientation to participate in industrialized society.

THROUGH ITS THREE major institutes in Africa, Asia and Latin America, American labor's activities have been directed primarily toward achieving some of the objectives that have been stressed in the challenge of effective application of international aid. Labor's programs involve the following:

The need to develop a trained working force for the new nations so that available capital investment can be absorbed properly and efficiently with due regard for the social priorities of modern economic life and with an eye toward developing markets of internal consumption in those nations.

Agriculture is a major area with the biggest percentage of population in most of the "developing" countries; in order to achieve a developed economy which guarantees firstly basic needs and secondly a base for industrial development, commensurate with the capacities and potential of the LDCs, specific, far-reaching programs of agrarian reform must be evolved.

An important goal is that of achieving the unity of the nation and the building of a national indigenous economy which cuts across tribal and feudal lines.

Developing trade union leaders capable of directing their own affairs with the capacity to participate in the economic planning of their countries, which includes the setting of priorities in the administration of international aid, is fundamental to meaningful development.

Capital investment, whether internal or external, must serve to assist in the promotion of democratic institutions which involve both labor and management through the creation of tripartite institutions.

There is a pressing need for international, intergovernmental bodies, dealing with trade and development to involve labor and management participation (in both the industrialized and nonindustrialized countries) if there is to be an implementation of basic resolutions that have been and will be adopted in such key areas as international trade, commodity price stabilization and allocation of technical assistance funds.

Union's Goals Cited:

AFGE Buoyed by Carter Views On Improved Federal Service

FOR THE FIRST TIME in nearly a decade, the nation's largest union of federal workers is optimistic about major progress toward its long-standing goals of "equity, comparability and improvements of the merit system," President Kenneth T. Blaylock of the Government Employees said.

Blaylock said that President Carter appears dedicated to improving government operations and is committed to planks of the Democratic platform that are key to the union's goals. He specifically singled out curbing federal contracting-out practices and amending the Hatch Act to give federal employees the political freedom it takes to carry out an effective legislative program.

Questioned by reporters on the network radio interview Labor News Conference, Blaylock said that the union's drive on contracting-out is in line with "the very heart of President Carter's program to develop effective and efficient government—eliminating a lot of overhead, a lot of red tape."

He took sharp issue with the claim of some government managers that contracting-out is an economy, declaring that alleged savings are only apparent, not real, because the money comes out of a different pocket.

"In 90 percent of the cases, contracting-out costs the government more" than using existing employees and resources, he asserted. "If a contractor can pay adequate salaries and provide adequate working conditions and still make a profit," government managers should be able to do the same, with the profits accruing to the government in savings.

Blaylock said the contracting-out issue will remain a top union priority until corrected, because "retirement, fringe benefits, pay—all of these issues are of no concern if you don't have a job."

Turning to Hatch Act amendments, Blaylock said that Rep. William Clay (D-Mo.) has already introduced the same measure that Congress approved last year but former President Ford vetoed. He pointed out that the bill strengthens the law's protections for federal employees, which is as important as giving them the right other citizens have to participate actively in political campaigns.

Blaylock was questioned by Robert Dobkin of the Associated Press and Harry Conn of Press Associates, Inc.

By Press Associates, Inc.

THE LITANY OF America's woes has been repeated so often it has become something of a cliche. And President Carter may well have been aware of that as he described his hopes for America not in proposals for specific programs, but as a visionary.

Who today, after all, is unaware that more than 10 million workers are jobless; that inflation is eroding the pay envelopes of those fortunate enough to have work; that the tax system favors the wealthy; that blame for society's ills is placed routinely on the shoulders of those most victimized, the poor and the working poor?

The list of America's problems and injustices is endless, and it was Jimmy Carter's realization and acknowledgement that there was something terribly wrong, that some basic changes had to be made, that led to his election.

The American people have suffered through eight years of rule by big business-dominated, greedy, often corrupt leaders. They have watched the New Frontier of John F. Kennedy and the Great Society of Lyndon B. Johnson fall to the "years of greed" of Richard Nixon and the "winter of sleep" of Gerald R. Ford.

Carter assumes office following eight years of misrule and nonrule, saddled with a budget designed by his predecessor more for political effect than economic reality. He is facing a difficult upstream push against a tide that has been eight years building.

AN INDICATION OF what Carter's initial strokes in that long upstream journey will be came from Stuart Eizenstat, the Georgian's chief domestic policy adviser during the transition period. Eizenstat prepared a 100-page draft agenda for domestic legislation to be pursued by the Carter Administration and detailed for a group of reporters some of its contents. Among the items that Carter will consider his top priorities, Eizenstat said, are:

● An economic stimulus package ranging from $25 billion to $32 billion over the next two years, composed of lost tax revenue and federal spending. Its chief features include a one-shot tax rebate this year, permanent tax cuts for low and moderate-income persons, federal spending to create 800,000 jobs by late 1978 and a permanent payroll tax credit for employers. The AFL-CIO quickly criticized the program for being too small, taking too long, and not concentrating enough on job creation.

● Tax reform, an issue on which the previous Congress did a lot of work but not enough to satisfy a number of critics, the new President among them. Eizenstat said Carter hopes to have the work on new legislation finished by fall, although the bill might not go to Congress until next year.

● Consolidation of several energy functions into one new Energy Dept. Responsibilities in the energy area are divided among so many different government agencies that critics—Carter included—feel consolidation is necessary.

● Welfare reform, where Eizenstat said draft legislation is expected this spring but actual introduction could be "considerably later."

● An energy and environmental package, including recommendations on strip mining, the outer continental shelf, oil spills and wildlife habitats. Eizenstat said the tentative deadline for the package is Apr. 20.

The top Carter aide listed a number of domestic proposals. They ranged from aid to cities to tighter requirements for registration and disclosure by lobbyists to an expanded youth employment service corps that would include the Job Corps and other existing programs. All, Eizenstat said, are Carter Administration priorities.

Only time will tell whether the new President is able to follow through on his plans for America. After eight years of steadily declining fortunes and two years of campaign-platform pledges from Carter, the people are anxiously waiting.

LONG-STANDING GOALS of equity, comparability and a stronger merit system for federal workers have a better chance in the 95th Congress and under the Carter Administration than in the past decade, President Kenneth T. Blaylock, center, of the Government Employees, said on Labor News Conference. He was questioned by Harry Conn, left, of Press Associates, Inc., and Robert Dobkin of the Associated Press. The AFL-CIO public affairs program is aired Tuesdays on Mutual radio.

HUMAN RIGHTS AWARD of the Jewish Labor Committee was presented to President Sol C. Chaikin of the Ladies' Garment Workers at a dinner in New York. AFL-CIO Sec.-Treas. Lane Kirkland, right, told the gathering that the labor movement has always stood against oppression and "those who would crush the human spirit."

Kirkland Underscores Labor's Independence

(Continued from Page 1)

lions of unemployed have jobs again."

As for the argument that "we must move forward slowly" to maintain business confidence, Kirkland termed it "baloney."

"For the last eight years, what business wanted, business got. And what did all the rest of us get? Three recessions, the worst inflation in peacetime history, the highest interest rates in 100 years and the worst unemployment since the Great Depression."

He said labor will go to Congress in the belief that many of its members "share our commitment to a healthy, expanding economy" and to the expanded public works, public service and housing programs needed to bring it about.

Kirkland made clear that the AFL-CIO's concern in the Carter Administration is over the substance of programs.

"That's why we worked so hard" in the election campaign, Kirkland said. "Not to get jobs in the Administration, not to secure tokens or symbols, but for policies and programs."

Both he and Chaikin had served on a special subcommitee of the AFL-CIO Executive Council to study legislative programs and goals, Kirkland noted.

"We had hoped to be able to applaud and pledge our full support for the first economic proposal of the man we had supported so strongly for the presidency. We had expected a strong program of economic stimulus and we had presented our views to the members of the President-elect's economic team in detail."

Instead, he told the gathering, "the bold words of last fall have given way to hesitant, timid programs. . . . And the result is just not good enough."

Along with other speakers, he praised the selection of Chaikin for the Human Rights Award and cited the unswerving opposition of the Jewish Labor Committee to all forms of tyranny since it was founded in 1934, "to fight the wave of fascism in Europe."

JLC President Jacob Sheinkman, who is secretary-treasurer of the Clothing & Textile Workers, also addressed the dinner. Messages of congratulations came from a host of prominent persons, including both President Carter and Vice President Mondale.

Pacts Reached With All But 2 Oil Firms

Denver—The Oil, Chemical & Atomic Workers have reached agreement on new contracts with all major American petroleum firms except Standard Oil of California and Sun Oil Co., OCAW President A. F. Grospiron said.

In all, 38,000, or nearly two-thirds of the union's refinery-worker members, are covered by the two-year agreements. The pacts generally follow the pattern set by the union's initial agreement with Gulf. The Gulf settlement provides wage boosts totaling 18 percent over the life of the contract, plus improvements in pension benefits and other fringe areas.

A last-minute agreement with Continental Oil Co. on Jan. 24 averted a scheduled strike of 550 refinery workers in four states. The union's only strike on national issues was at Standard of California's El Segundo refinery.

Perkins Appointed To COPE Position

AFL-CIO President George Meany has announced the appointment of John Perkins as associate director of the federation's Committee on Political Education succeeding Joseph Rourke, who had been with COPE since 1964.

Perkins, of Elkhart, Ind., joined the Carpenters Union there in 1952 and served as business manager of his local for 11 years. He also was an officer of the Indiana State Building & Construction Trades Council and held various offices in the local AFL-CIO central council.

In 1968, Perkins joined the COPE staff as area director for the states of Illinois and Indiana. He was transferred to the national office in Washington as assistant director in 1971.

Government Restrictions Cited:

Labor Fights Uphill Battle In Most Developing Lands

Governments of so-called developing countries hold the key to the growth of trade unions and to labor stability among their people, the executive director of the AFL-CIO Asian-American Free Labor Institute asserts in the current issue of the American Federationist.

Morris Paladino observes in the AFL-CIO monthly magazine that while most Third World governments have ratified the International Labor Organization conventions on workers' freedom of association, the right to organize, and the right to bargain collectively, a close examination of the reality of the situation reveals an uneven record at best.

"Many regimes, including those professing adherence to democratic principles and publicly extolling the virtues of trade unions, restrict union rights to the point of crippling them," Paladino declares. His article is based on a paper he delivered to an international symposium in Iran.

In Asia, as in other areas of the world, union growth is at varying stages of development with the outlook brighter in some countries than in others, Paladino observes, noting that the same can be said of developed nations. AAFLI assists in the development of Asian trade unions.

The test of government willingness to guarantee trade-union rights can be found in a country's labor legislation and in the realities of its enforcement, he points out. The common thread running through prevailing laws and their enforcement in developing countries is restrictiveness, Paladino finds.

"And governments have misgivings and fears regarding another trade-union right which is not codified in ILO conventions—the right to strike," he adds.

The right to strike is a fundamental right of free workers, Paladino stresses, and if it occasionally results in excesses, "this must be seen for what it is—growing pains—just as trade unions must initially expect reactionary employer attitudes."

Every labor movement resorts to strikes more in its early stages of development than in later years, Paladino notes. As trade unions mature and gain confidence, they demonstrate an increasing awareness of the relation of demands to loss of income due to strikes, he adds.

Arbitration, mediation and conciliation are constantly undergoing government experiment as alternatives to the right to strike, but "they cannot and should not replace the collective bargaining process and the right to strike," Paladino declares.

Another aspect of restrictiveness that stifles trade-union growth is legislation prohibiting host-country unions from organizing workers at multinational corporations. One of the principal incentives for a multinational firm to extend its operations to developing countries is the availability of cheap labor.

"Developing countries offer incentives to multinationals in the belief that they create jobs, train workers, bring in much needed capital and transfer technology to the country," Paladino observes. "They may do all of these, but with a mixed impact on the national economy."

Often, when labor costs increase even moderately, a multinational moves on in search of a new source of cheaper labor, leaving the country with many semi-skilled and skilled unemployed workers. Employees, therefore, should have full freedom to influence the standards under which they work for multinational companies through strong, responsible unions, just as they do with domestically owned industries, Paladino asserts.

Governments in Third World countries frequently are the largest employer, since many industries are nationalized and large workforces are employed directly by the government. Here is an opportunity for such governments to advance trade unionism, Paladino observes.

"If governments are to encourage the growth of trade unions and the stability of labor relations through the collective bargaining process, then they should begin by recognizing that they, too, have an obligation to deal on an equal basis with unions representing government employees at local and national levels," he says.

Even after all its fundamental rights are guaranteed, however, the struggle of the trade union in a developing nation is just beginning, Paladino emphasizes. There is much that trade unions can do to stimulate their own development.

Many emerging trade unions are serving their members by sponsoring clinics and hospitals, establishing credit unions and workers' banks, and setting up literacy and adult education programs as well as vocational and skills training programs.

Yet, in the end, Paladino reiterates, governments of emerging countries hold the key to enabling unions to pass through their initial stages of development to the point where they are mature vehicles of workers' aspirations. Governments must come to understand that, in promoting the development of democratic trade unions, they are ensuring that shared goals of economic, social and political development are closer to being achieved.

"They are ensuring that individual workers have a strong voice in their own destiny, that the gates of hope for a better future are open, and that men do not find themselves at the mercy of others having no choice but sooner or later to rebel in desperation," Paladino declares.

Labor Studies Center Schedule for February

The February schedule at the George Meany Center for Labor Studies, Silver Spring, Md., includes two institutes for full time officers, staff and field representatives of all AFL-CIO unions. They are:

Women Workers: Issues and Problems—Participants will study the economic facts about women who work; laws affecting employed women, including the Equal Pay Act and Title VII of the Civil Rights Act; ways to increase women's interest and leadership in union activities; training, promotion and affirmative action programs. From 4 p.m. Sunday, Feb. 6, through Friday, Feb. 11.

Collective Bargaining II: Major Issues and Trends—Participants will study economic arguments in negotiations, bargaining trends, sources of economic information, costing of economic benefits, cost-of-living clauses, pensions and health and welfare benefits, prepaid group legal services and educational benefits. From 4 p.m. Sunday, Feb. 21, through Friday, Feb. 25.

Five union groups will use the Silver Spring campus for staff training during February. They are:

Government Employees—Jan 31 to Feb. 4, Feb. 14 to 18, and Feb. 28 to Mar. 4, for national representatives.

Clothing & Textile Workers Union—Jan. 31 to Feb. 3, for a staff conference.

Communications Workers—Feb. 13 to Mar. 4, for training new staff members.

Building and Construction Trades Dept.—Feb. 6 to 11, safety training program.

The Newspaper Guild—Feb. 21 to 25, annual meeting of field staff, administrative staff and officers.

Machinists—Feb. 28 to Mar. 3, for officers of federal machinists' locals.

Leaders of AFL-CIO unions studying for a college degree in labor studies will be on campus the first week in February for their semi-annual week-in-residence. Courses include Collective Bargaining, Labor Law and Legislation, the Labor Movement Past and Present; Labor and the Political System, and three general education courses in Effective Writing, Introduction to Sociology and Science in Cultural Perspective.

In addition, participants in the Studies Center's programs—along with all Washington area trade unionists—are offered free programs of entertainment on Wednesday nights, made possible by a grant from the National Endowment for the Arts. The February schedule includes an evening with theatrical director Norman Gevanthor, Feb. 2; a jazz trio, Feb. 9; a popular song duo, Feb. 16, and scenes from Broadway comedies, Feb. 23.

Further information on these or other institutes and programs may be obtained from Fred K. Hoehler, Jr., director, George Meany Center for Labor Studies, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Phone 301/431-6400.

House Committees

The House committees listed below usually have the broadest impact on labor's legislative program. New committee members are identified by asterisks.

Education & Labor

Democrats

Carl D. Perkins (Ky.), Chairman
Frank Thompson, Jr. (N.J.)
John H. Dent (Pa.)
John Brademas (Ind.)
Augustus F. Hawkins (Calif.)
William D. Ford (Mich.)
Phillip Burton (Calif.)
Joseph M. Gaydos (Pa.)
William Clay (Mo.)
Mario Biaggi (N.Y.)
Ike F. Andrews (N.C.)
Michael T. Blouin (Iowa)
Robert J. Cornell (Wisc.)
Paul Simon (Ill.)
Edward P. Beard (R.I.)
Leo C. Zeferetti (N.Y.)
George Miller (Calif.)
Ronald M. Mottl (Ohio)
Michael O. Myers (Pa.)*
Austin J. Murphy (Pa.)*
Joseph A. LeFante (N.J.)*
Theodore S. Weiss (N.Y.)*
Cecil Heftel (Hawaii)*
Baltasar Corrada (Puerto Rico)*
Dale E. Kildee (Mich.)*

Republicans

Albert H. Quie (Minn.)
John M. Ashbrook (Ohio)
John N. Erlenborn (Ill.)
Ronald A. Sarasin (Conn.)
John Buchanan (Ala.)
James M. Jeffords (Vt.)
Larry Pressler (S.D.)
William F. Goodling (Pa.)
Bud Shuster (Pa.)*
Shirley N. Pettis (Calif.)*
Carl D. Pursell (Mich.)*
Mickey Edwards (Okla.)*

Banking, Finance & Urban Affairs

Democrats

Henry S. Reuss (Wis.), Chairman
Thomas L. Ashley (Ohio)
William S. Moorhead (Pa.)
Fernand J. St. Germain (R.I.)
Henry B. Gonzalez (Tex.)
Joseph G. Minish (N.J.)
Frank Annunzio (Ill.)
James M. Hanley (N.Y.)
Parren J. Mitchell (Md.)
Walter E. Fauntroy (D.C.)
Stephen L. Neal (N.C.)
Jerry M. Patterson (Calif.)
James J. Blanchard (Mich.)
Carroll Hubbard, Jr. (Ky.)
John J. LaFalce (N.Y.)
Gladys Noon Spellman (Md.)
Les AuCoin (Ore.)
Paul E. Tsongas (Mass.)
Butler Derrick (S.C.)
Mark W. Hannaford (Calif.)
David W. Evans (Ind.)
Clifford Allen (Tenn.)
Norman E. D'Amours (N.H.)
Stanley N. Lundine (N.Y.)
Herman Badillo (N.Y.)*
Edward W. Pattison (N.Y.)*
John J. Cavanaugh (Neb.)*
Mary Rose Oakar (Ohio)*
Jim Mattox (Tex.)*
Bruce F. Vento (Minn.)*
Doug Barnard (Ga.)*
Wes Watkins (Okla.)*

Republicans

J. William Stanton (Ohio)
Garry Brown (Mich.)
Chalmers P. Wylie (Ohio)
John H. Rousselot (Calif.)
Stewart B. McKinney (Conn.)
George Hansen (Ida.)
Henry J. Hyde (Ill.)
Richard Kelly (Fla.)
Charles E. Grassley (Iowa)
Millicent Fenwick (N.J.)
James A. S. Leach (Iowa)*
Newton I. Steers (Md.)*
Thomas B. Evans, Jr. (Del.)*
Bruce F. Caputo (N.Y.)*
Harold C. Hollenbeck (N.J.)*

Ways & Means

Democrats

Al Ullman (Ore.), Chairman
James A. Burke (Mass.)
Dan Rostenkowski (Ill.)
Charles A. Vanik (Ohio)
Omar Burleson (Tex.)
James C. Corman (Calif.)
Sam Gibbons (Fla.)
Joe D. Waggonner, Jr. (La.)
Otis G. Pike (N.Y.)
J. J. Pickle (Tex.)
Charles B. Rangel (N.Y.)
William R. Cotter (Conn.)
Fortney H. Stark (Calif.)
James R. Jones (Okla.)
Andrew Jacobs, Jr. (Ind.)
Abner J. Mikva (Ill.)
Martha Keys (Kan.)
Joseph L. Fisher (Va.)
Harold E. Ford (Tenn.)
Ken Holland (S.C.)*
William M. Brodhead (Mich.)*
Ed Jenkins (Ga.)*
Richard A. Gephardt (Mo.)*
Jim Guy Tucker (Ark.)*
Raymond F. Lederer (Pa.)*

Republicans

Barber B. Conable, Jr. (N.Y.)
John J. Duncan (Tenn.)
Bill Archer (Tex.)
Guy Vander Jagt (Mich.)
William A. Steiger (Wis.)
Philip M. Crane (Ill.)
Bill Frenzel (Minn.)
James G. Martin (N.C.)
L. A. Bafalis (Fla.)
William M. Ketchum (Calif.)
Richard T. Schulze (Pa.)*
Willis D. Gradison, Jr. (Ohio)*

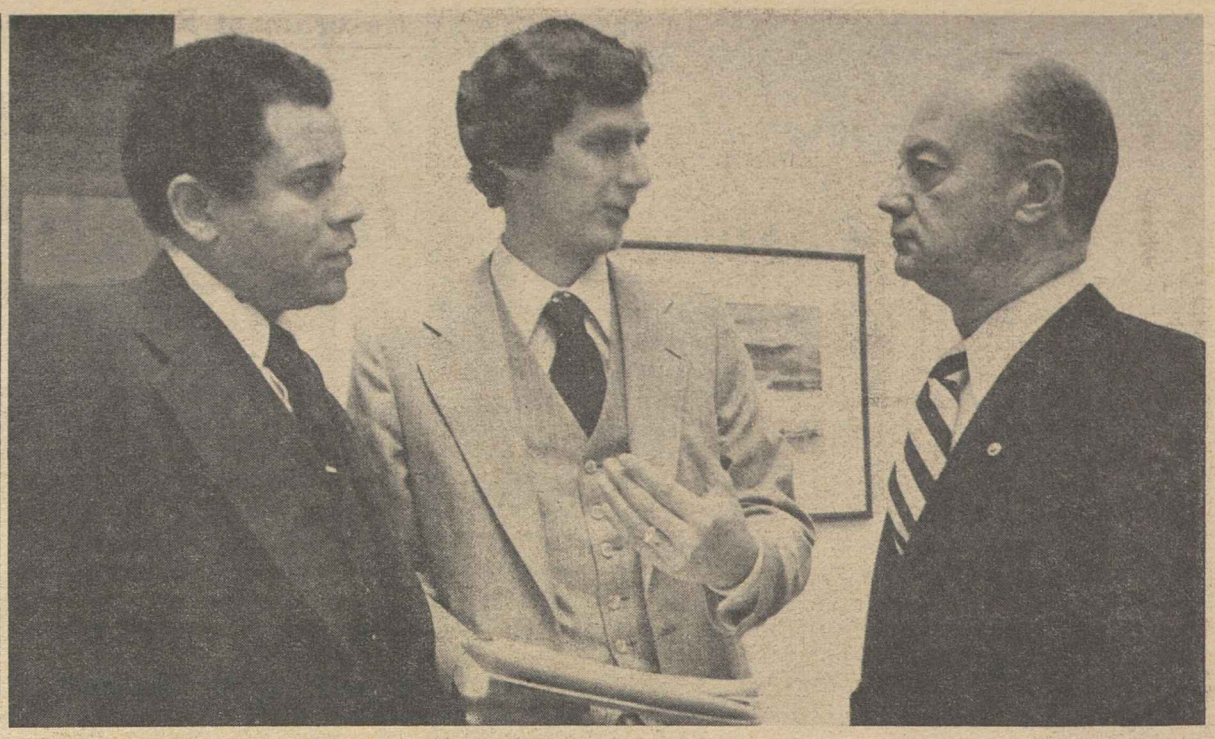
Public Works & Transportation

Democrats

Harold T. Johnson (Calif.), Chairman
Ray Roberts (Tex.)
James J. Howard (N.J.)
Glenn M. Anderson (Calif.)
Robert A. Roe (N.J.)
Teno Roncallio (Wyo.)
Mike McCormack (Wash.)
John B. Breaux (La.)
Bo Ginn (Ga.)
Dale Milford (Tex.)
Norman Y. Mineta (Calif.)
Elliott H. Levitas (Ga.)
James L. Oberstar (Minn.)
Jerome A. Ambro (N.Y.)
Henry J. Nowak (N.Y.)
Robert W. Edgar (Pa.)
Marilyn Lloyd (Tenn.)
John G. Fary (Ill.)
Ted Risenhoover (Okla.)
W. G. Hefner (N.C.)
David L. Cornwell (Ind.)*
Robert A. Young (Mo.)*
David E. Bonior (Mich.)*
Allen E. Ertel (Pa.)*
Bill Lee Evans (Ga.)*
Ronnie G. Flippo (Ala)*
Nick J. Rahall II (W. Va.)*
Bob Stump (Ariz.)*
Douglas Applegate (Ohio)*

Republicans

William H. Harsha (Ohio)
James C. Cleveland (N.H.)
Don H. Clausen (Calif.)
Gene Snyder (Ky.)
John P. Hammerschmidt (Ark.)
Bud Shuster (Pa.)
William F. Walsh (N.Y.)
Thad Cochran (Miss.)
James Abdnor (S.D.)
Gene Taylor (Mo.)
Barry M. Goldwater, Jr. (Calif.)
Tom Hagedorn (Minn.)
Gary A. Myers (Pa.)
Vacancy



THE LABOR PRESS'S CASE for a statutory limit on postal rates for non-profit publications was explained to the two labor members of the Commission on Postal Service, David Johnson, left, executive vice president of the Postal Workers, and James Rademacher, right, former president of the Letter Carriers, by Allen Y. Zack, secretary-treasurer of the International Labor Press Association. The commission must report to Congress by Mar. 15 with recommendations for solving the Postal Service's financial problems.

Labor Press Asks Ceiling On Postage

(Continued from Page 1)

tional, veterans, service and farm organizations.

Zack also urged the commission to recommend to Congress the full funding necessary to continue the stretch-out in second- and third-class rates enacted by Congress in 1973. Separately, in a letter to Director Bert Lance of the Office of Management & Budget, he called upon the Carter Administration to restore the $225 million needed for this purpose that was left out of President Ford's lame-duck budget.

If the funds are not included in the budget, Zack wrote Lance, non-profit publications would face an immediate 500 percent increase in postal costs, forcing many to cease publication.

Zack also told the commission that ILPA opposes undermining the Postal Service by allowing private industry competition for the most profitable sectors of the postal business.

"We believe it to be the height of stupidity to consider replacing the reliable, dedicated, proven postal workers with unproven, unskilled, minimum-wage workers exploited by private, profit-making corporations," he said.

"For years, this country subsidized low postal rates through very low wage scales for postal employees," he observed. "We do not consider it 'progress' to revert to that system to satisfy the demagogic rhetoric of the right-wing by instituting so-called 'free enterprise, private competition' to what inescapably must be a government service."

His remarks were reinforced by James J. LaPenta, director of the Laborers' federal-public service division, who attacked a scheme set forth in a Postal Service study last month under which deliveries would be curtailed to three days a week and the number of post offices drastically reduced.

Meany Art Exhibit To Run Through Feb. 11

The one-man show of paintings by AFL-CIO President George Meany will be on exhibition through Feb. 11 at the Meany Center for Labor Studies in Silver Spring, Md.

There are 27 oils and acrylics in the exhibition, a part of the more than 60 paintings Meany has produced over the past 20 years.

Marshall Would Expand Apprenticeship Concept

(Continued from Page 1)

period of high unemployment, that an unrealistic number of apprentices would be trained when there is not enough work to go around. And he said unions would be concerned "if you tried to lower the standards" for apprenticeship.

"We need to pay attention to all those things," Marshall said, and prepare to meet skill shortages that may develop as the economy returns to full employment without expanding apprenticeship so fast "that you undermine the conditions of people who are already trained."

He suggested that the present need "is to try to expand apprenticeship into new areas and not concentrate on those that are relatively saturated now."

Questioned about the Carter Administration's economic stimulus package, Marshall said he was satisfied that the expansion of public service jobs would be as rapid as could be done while assuring that the jobs and job training provided through federal funds would be "meaningful."

During his confirmation hearings, Marshall had made clear his preference for more public works funding rather than over-reliance on tax cuts. On the Issues and Answers program, he expressed his belief that the Administration has "a flexible approach" and if its plan doesn't stimulate the economy sufficiently it would "add to the package."

Asked about the impact of what an interviewer implied was a high wage settlement in the oil industry, Marshall said he hadn't had a chance to examine it in detail. But he noted that the economic impact on oil prices would be minimal since the entire labor cost in the oil industry "is only about 10 percent of total cost."

Later, at a White House briefing after he was sworn into the Cabinet, Marshall announced a new program to find jobs for at least 200,000 of the 558,000 jobless Vietnam war veterans.

It includes reserving for Vietnam vets 145,000 of the 290,000 new public service jobs the Administration is asking Congress to fund. Private firms would be given training subsidies to encourage them to hire 50,000 to 60,000 veterans, especially the disabled. An additional 2,500 would be given training through outreach programs.

Bilik to Direct IUE Organizing

Al Bilik, a veteran union organizer and a former president of the Cincinnati AFL-CIO, has been appointed director of organization for the Electrical, Radio & Machine Workers (IUE).

For the past six years, Bilik has been assistant to the president of the State, County & Municipal Employees for organizing. He also is a former staff member of the Allied Industrial Workers.

FRED J. KROLL, president of the Railway & Airline Clerks, discussed international affairs with AFL-CIO President George Meany at a luncheon in Washington for labor attaches, government officials dealing with international labor agencies and unionists active in the field.

$30-Billion Package:

Labor Asks Action by Congress On Program for 2 Million Jobs

(Continued from Page 1)

Carter doesn't seek or expect Congress to give rubber-stamp approval to his program," Biemiller said. And "unlike his predecessors," he doesn't subscribe to the "do-nothing" school of government economics.

Joining in presenting the AFL-CIO's program were Research Director Rudy Oswald, Urban Affairs Director Henry Schechter and Assistant Legislative Director Kenneth Young.

The federation's testimony acknowledged that full employment won't be reached this year. But it described the President's announced goal of a 1.5 percent drop in the jobless rate as "unnecessarily modest."

The economy has been "seriously weakened" by the loss of nearly 2 million construction and manufacturing jobs over the past three years, Biemiller said.

The most effective remedy, he urged, is a major expansion of public works, public service employment and anti-recession grants to state and local governments.

Like the tax cuts sought by the Administration, these added expenditures would increase the deficit. But the direct job-creating programs "return more to the government in the form of tax revenues and reduced social costs."

On the contrasting job stimulus of tax cuts versus public works, the AFL-CIO cited estimates by the Congressional Budget Office that a $20 billion tax cut would create about 600,000 jobs at a net cost to the Treasury of more than $14.5 billion. But the same number of jobs could be created through public works programs at a net cost to the government of about $5 billion.

The Administration's economic proposals were formally spelled out to the Budget Committee by the President's top economic team—Bert Lance, director of the Office of Management & Budget, Treasury Sec. Michael Blumenthal and Charles Schultze, chairman of the Council of Economic Advisers.

The biggest part of its first-year economic stimulus would be a $50 rebate for each taxpayer, most dependents, and persons receiving social security benefits. It would amount to a single-shot $11.4 billion payout.

Business would be given a $900 million tax savings this year, rising to $2.7 billion in the next fiscal year. The two-year program was priced by the Administration at $31.2 billion. It anticipates increasing public service jobs from the current 310,000 levle to 600,000 by the end of this year and would add $4 billion to public works funding, most of it in the second year.

Schultze said the Administration plan should bring the BLS unemployment rate down to between 6.7 and 6.9 percent by the end of this year. It was 7.8 percent last December.

The AFL-CIO statement took strong exception to the proposed tax aid to business:

"There is not one sound economic justification for giving business a tax cut at this time, either in the form of a wage subsidy or an increase in the investment tax credit."

For the past eight years, Biemiller noted, the dominant view was that business always had to be given "something." So corporations as a result bear a smaller share of the tax burden, business profits are up, "and the rest of the country has gotten the highest combined unemployment and inflation since World War II."

Business investment can best be generated by increased consumer demand, the AFL-CIO stressed.

"Instead of another tax gift, we believe it is time to give business 2 million new customers, and that is what our program would do."

"Another $10 billion in local public works funds would generate some 700,000 direct on-site jobs," the AFL-CIO testified, "and some 350,000 to 700,000 additional jobs in industries providing materials, supplies, transportation and the like for the projects."

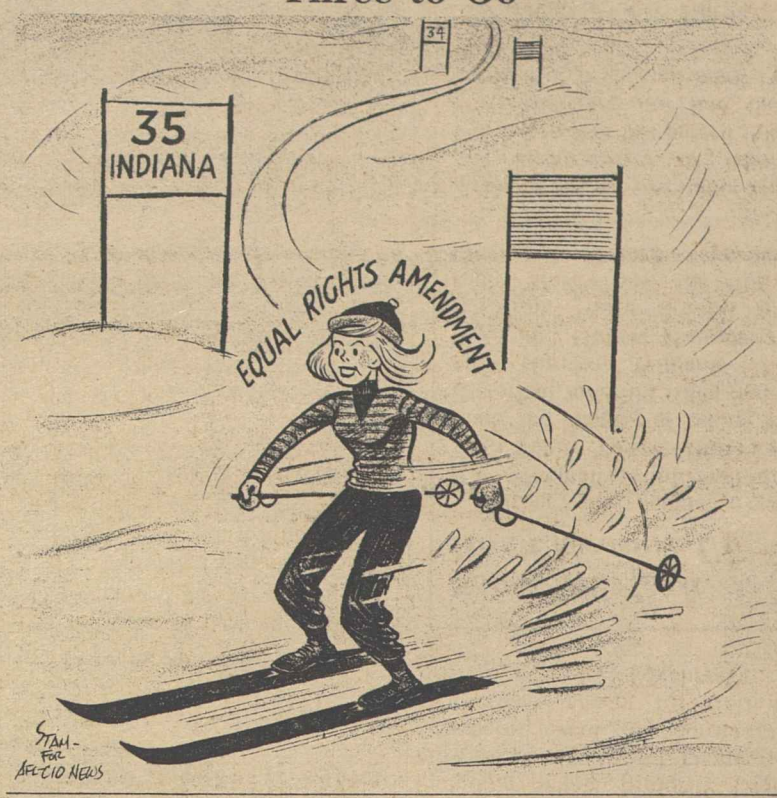
An additional $8 billion for public service employment would eventually add 800,000 jobs; further assistance to cities and states would avert new rounds of layoffs and cuts in needed services. New and expanded youth training and Job Corps programs would improve the future as well as the present employment picture.

The AFL-CIO statement pressed also for a bigger federal investment in housing, with a double return of homes at affordable prices and jobs in construction-related fields.

Not all of the $30 billion in the AFL-CIO economic program would actually be spent in the current fiscal year, and some of the amount is already a part of the current budget.

But Biemiller urged the committee to grant budget authority for the full $30 billion program "to demonstrate the commitment of the Congress to a strong recovery."

Three to Go



Marshall Confirmation Rebuffs Conservatives

(Continued from Page 1)

than any group of organized workers," Humphrey said for openers.

"Organized labor in this country has stood for the defense of this nation, a strong defense.

"Organized labor has stood for the health care of the American people . . . for unemployment compensation . . . for social security . . . for rural electrification . . . against child labor."

As for the concern expressed by Marshall's opponents that the unorganized workers would not get a fair shake, Humphrey suggested that unorganized workers have long been the beneficiaries of the gains achieved by unions, and labor's battle "for public health, child care, school lunches" has helped "millions of people who never get inside of a union hall."

He summed up before an attentive Senate: "All I am simply saying is that organized labor basically has been good for this country."

The debate opened with both Senate Labor Committee Chairman Harrison A. Williams, Jr. (D-N.J.) and the committee's senior Republican, Jacob K. Javits (N.Y.), praising Marshall as exceptionally qualified for the Cabinet post.

Then it was the turn of the ultra-conservatives, who had insisted on the unusually lengthy debate which resulted in making Marshall the last Cabinet member to be confirmed.

Two others whose confirmation had been held up were approved earlier in the week—Joseph A. Califano to be Secretary of Health, Education & Welfare by a 95-1 vote, and Griffin B. Bell as Attorney General, 75-21.

Sen. Paul D. Laxalt (R-Nev.), one of two members of the Labor Committee to oppose confirmation, stressed that the attack was on Marshall's "policy positions," and definitely not on his competence or integrity. He then launched into a defense of "right-to-work" laws and an attack on common site picketing.

Sen. William L. Scott (R-Va.) said he objected to Marshall's "support of collective bargaining for public employees" and to his expressed belief that in the public sector "the only way collective bargaining could work would be if one side does not have complete control of the relationship."

Two freshmen Republicans joined the attack. Orrin Hatch of Utah complained that Marshall's views appeared "totally in line with organized labor" and California's S. I. Hayakawa said he is bothered "most of all" by Marshall's opposition to a lower minimum wage for youth.

Fifteen of the 20 votes against Marshall came from Republicans, including Senate Minority Leader Howard Baker (Tenn.). Democratic opponents were all conservative southerners, except for freshman Edward Zorinsky of Nebraska.

Chavez Urges Court to Overturn Arizona's Harsh Farm Labor Law

Phoenix, Ariz.—Farm Workers President Cesar Chavez charged in federal court here that Arizona's four-and-a-half-year-old farm labor law prevents the UFW from effectively organizing in the state.

Chavez told a three-judge panel in U.S. District Court the law denies the right to vote in union-representation elections to the majority of Arizona farm workers, bans strikes and boycotts, and makes it a crime for a union to raise crucial issues in collective bargaining. The effect is to reduce unions to the status of employment agencies, he said.

Chavez was the leadoff witness in the nonjury trial of a UFW suit filed in 1972 that seeks to have the farm labor law declared unconstitutional. The union charged Arizona's law violates the freedom of speech, equal protection and due process of law provisions of the U.S. Constitution.

Unlike California's landmark farm labor law, the Arizona statute does not require that union elections must take place when 50 percent or more of a grower's peak workforce is employed. Nor does the Arizona law require that elections be held within seven days after a legitimate election petition is filed with the state agricultural employment relations board.

Because agriculture is a highly seasonal industry featuring a largely migrant workforce, the only way to guarantee that the majority of farm workers will vote in union elections is by requiring balloting only during the peak employment period, Chavez testified.

"Otherwise, a minority of workers will be determining the representation issue for the majority," he said. Under the Arizona law, the farm labor board may schedule a representation election after 30 percent of the workers of a particular grower file petitions requesting one.

The law, passed by the legislature under heavy pressure from the Farm Bureau and other conervative interests, took effect Aug. 13, 1972.

"Even if it were possible for the union to win an election under Arizona law," Chavez told the court, "the prohibitions on collective bargaining make it impossible for farm workers to have a true union."

Under the law, he said, the UFW cannot negotiate a grievance procedure covering firings and suspensions, a successor clause, seniority system or hiring hall. In addition, farm unions may not bargain on the issue of mechanization and displacement of workers by technology. Union leaders who try to negotiate on a so-called management right are subject to penalties of up to a year in prison and a $5,000 fine.

"How can you have a union if you cannot even grieve if a worker is fired unjustly?" Chavez asked. He pointed out, too, that the Arizona statute prevents farm workers strikes by enabling growers to obtain 10-day cooling-off periods in the event of a walkout.

Given the highly seasonal nature of Arizona agriculture, Chavez said, such a restraining order would effectively prevent strikes as the harvest will have ended and most workers will have moved on to other jobs by the time the 10 days are over.

The law also prohibits the distribution of leaflets and engaging in oral communication in support of a union-sponsored boycott, Chavez observed, "and that is a violation of our First Amendment rights of freedom of speech."

Carter Seeks Allocation of Natural Gas

(Continued from Page 1)

over the issue of permanent decontrol of natural gas prices.

In an unrelated action, President Carter cancelled a last-minute move by his predecessor to end federal controls on gasoline prices. The issue needs further study, Carter said.

Shortly before he left office, President Ford signed an order that would have lifted gasoline price controls on Mar. 1, unless either the House or Senate passed a resolution of disapproval within 15 days.

The AFL-CIO and consumer groups had opposed the decontrol action, warning that it would increase costs to consumers and depress the economy.

A substantial group of House members joined in sponsoring a resolution of disapproval, but Carter withdrew the Ford decontrol plan before the issue came to the floor.

Some Bills Just Don't Measure Up

During the debate over Ray Marshall's confirmation, Sen. John Tower (R-Tex.) made the mistake of asking a rhetorical question when Senators Harrison Williams (D-N.J.) and Hubert Humphrey (D-Minn.) were around to reply. Here's how the Congressional Record reported the exchange:

Tower—Can you name me one major piece of labor legislation that has passed this body that has not had the support of organized labor in the last 40 years?

Williams — Taft-Hartley.

Humphrey — Landrum-Griffin.

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Meany Urges Sharp Boost In Funds for Public Works

THE ENERGY CRISIS and its impact on the economy are discussed by Labor Secretary Ray Marshall and AFL-CIO officers, members of the Energy Committee and heads of federation constitutional departments as severe winter weather caused widespread closings, shutdowns and layoffs.

Marshall Acts to Aid Jobless:

Fuel Shortage Idles Millions, Chills Economic Recovery

By James M. Shevis

The fuel shortage triggered by the coldest American winter in decades threatened to bring a total halt to the nation's already glacial economic recovery as factory and business shutdowns added some 3 million workers to the unemployment rolls.

Labor Sec. Ray Marshall pledged swift federal aid to workers forced off the job in those areas hardest hit by the crisis. The relief includes an additional $10 million in Comprehensive Employment & Training Act funds for the six states suffering most from the severe weather and energy shortages.

While most economists felt it was too early to gauge the long-term economic consequences of the Big Freeze of 1977, the immediate impact of the unusually cold weather was clear:

- In the hardest-hit areas of the nation — the northern industrial states, the border states and the South — factory layoffs mounted as supplies of natural gas dwindled. Natural gas provides energy for half of American homes and 40 percent of the nation's industries.
- Thirteen states declared an emergency and took steps to conserve fuel supplies by closing schools, ordering businesses to cut their hours of operation, and requesting both commercial and residential users to lower thermostats to 65 degrees or below.
- New York City declared a health emergency. Philadelphia's Mayor Frank Rizzo cut some essential services after the city-owned Philadelphia gas works ordered its biggest users to use no more gas than needed to keep pipes from freezing. Buffalo, N.Y., which of all American cities probably has taken the worst winter beating, got help from 500 National Guardsmen in battling snow and ice.
- As of the end of January, the Federal Power Commission reported that 8,900 plants had closed because of gas curtailments alone. Meanwhile, the natural gas crisis threatened to get worse in coming weeks. FPC Commissioner John H. Holloman III, said that "if February's weather stays as cold as January's, it could mean these factory slowdowns will continue right through summer."
- Alternate fuels also were running short as demand peaked, especially in the eastern half of the nation. FPC Chairman Richard L. Dunham said the nation's capacity to keep up with demand over the past month has been strained to the limit. The U.S. bought electricity from Canada to avert shortages.

New York and Pennsylvania were declared federal disaster areas, and other states were seeking such designation for the relief it

(Continued on Page 8)

Teachers' Union Wins Los Angeles Election

Los Angeles—Public school teachers here have elected United Teachers-Los Angeles as their exclusive bargaining agent by a majority of nearly two to one.

An affiliate of both the American Federation of Teachers and the National Education Association, UTLA as a bargaining unit will represent the largest public education unit—31,517 employees—outside New York City.

UTLA won 12,882 votes to 3,755 for Professional Educators of Los Angeles. Another 3,165 voted against any union representation, and there were 1,154 challenged ballots—far too few to change the outcome of the election conducted by the California Educational Employment Relations Board.

It was a clearcut victory for collective bargaining for teachers, a

(Continued on Page 2)

Presses Program To Stimulate Jobs

By David L. Perlman

The AFL-CIO termed public works funding the cornerstone of economic recovery and urged House and Senate committees to approve a much bigger program than the Carter Administration has proposed.

AFL-CIO President George Meany told the House Public Works Committee that a $10 billion program is needed to overcome depression-level unemployment in the construction industry and give a boost to the entire economy.

His testimony rejected as "far too little" and overly "timid" the Carter Administration request for a $4 billion program stretched out over two years.

Labor's proposal, Meany said, would put 700,000 persons to work at job sites and nearly as many off the site. And in contrast to the tax-oriented Administration stimulus proposal, the program would leave a legacy of new or repaired schools, public buildings, water systems, streets and health care facilities that cities and states need.

Meany's testimony at the House hearings was presented by AFL-CIO Legislative Director Andrew J. Biemiller, who also testified along similar lines before the Senate Public Works Committee.

Earlier, President Robert A. Georgine of the AFL-CIO Building & Construction Trades Dept. and representatives of affiliated unions told the House committee of the worsening plight of the workers they represent.

"Nothing is so demeaning, so degrading, so humiliating as to be unemployed in a society which prides itself on industriousness," Georgine said.

He noted that the economy is

(Continued on Page 7)

Natural Gas Emergency Bill Passed

Congress gave speedy approval to an emergency natural gas allocation bill that President Carter said would help assure that homes don't go without heat "while natural gas continues to be used for lower priority uses."

The legislation authorizes the President to allocate gas from one interstate pipeline to another to meet critical home and health needs. It also allows interstate pipelines to buy emergency supplies of natural gas at the higher prices charged by producers who have refused to sell their gas at the federally-regulated prices that apply to interstate pipelines. There are no price controls on natural gas that is not sent across state lines.

Carter's message to Congress made clear that this stop-gap legislation would not end the shortages or "significantly relieve the economic hardships" resulting from plant closings and curtailments.

He stressed the importance of keeping thermostats turned down in

(Continued on Page 8)

Senate Kills Bid to Keep Post Office Committee

The Senate rejected a labor-backed effort to preserve its Post Office & Civil Service Committee and moved toward passage of a reorganization plan that would reduce the number of committees and subcommittees.

AFL-CIO President George Meany had joined the federation's postal and government employee unions in urging the Senate not to abolish "the only forum available" for the nation's 2.8 million federal and postal workers.

By a 55-42 vote, the Senate defeated an amendment to preserve the committee that had been offered by Sen. Quentin N. Burdick (D-N.D.) with broad, bipartisan sponsorship.

The Senate did make some changes in the sharp curtailment of committees and subcommittees initially proposed by a special panel headed by Sen. Adlai E. Stevenson (D-Ill.).

The Senate Rules Committee restored five committees proposed for abolition before sending the bill to the floor. One of these was the Joint Economic Committee, which the AFL-CIO had urged the Senate to retain. In testimony before the Rules Committee, Legislative

(Continued on Page 8)

Rights Group Cites Wilkins On Retirement

The Leadership Conference on Civil Rights honored its retiring chairman, Roy Wilkins, and elected his longtime associate, Clarence M. Mitchell, to succeed him.

Mitchell heads the Washington office of the NAACP and has been legislative chairman of the Leadership Conference, a coalition of more than 130 civil rights, church, labor and civic organizations committed to human rights. The AFL-CIO is one of its affiliates.

He is highly regarded as a legislative strategist and along with Wilkins had a key role in the breakthrough civil rights legislation of the 1960s.

Wilkins, who is retiring as executive director of the NAACP, was honored at a luncheon held during the annual meeting of the Leadership Conference.

It was a warm, appreciative gathering. Bayard Rustin presided. Sen. Hubert H. Humphrey (D-Minn.) delighted the capacity audience by discarding a prepared text and giving a vintage Humphrey off-the-cuff speech. AFL-CIO Legislative Director Andrew J. Biemiller completed the tribute by presenting Wilkins a book made up of letters of good wishes from leaders of the conference's affiliated organizations.

To succeed Mitchell as legislative chairman, the conference elected Ron Brown, director of the Washington Bureau of the National Urban League.

An afternoon session of the annual meeting dealt with problems of the inner-city poor and included workshops on jobs, housing and welfare.

LEADERSHIP CONFERENCE on Civil Rights honored its retiring chairman, Roy Wilkins, during its annual meeting in Washington. Sen. Hubert H. Humphrey (D-Minn.), the principal speaker at the tribute, looks on as AFL-CIO Legislative Director Andrew J. Biemiller presents Wilkins with a book of letters from the conference's affiliated organizations.

IUD Safety Director Named to Advisory Unit

Sheldon W. Samuels, occupational safety and health director of the AFL-CIO Industrial Union Dept., has been appointed to the Labor Dept.'s Standards Advisory Committee on Agriculture. Samuels term runs to June 30, 1978.

The 15-member committee advises the Occupational Safety & Health Administration on standards development and policy to protect farm workers from job injury and illness.

Teachers' Union Wins Los Angeles Election

(Continued from Page 1)

concept PELA has totally opposed since its formation as an independent organization in 1971.

AFT President Albert Shanker, in a telegram to UTLA President Hank Springer, said the election victory marked "a day that Los Angeles teachers have long waited for."

"The whole purpose of attaining teacher unity in Los Angeles was to move toward full collective bargaining," he said. "We are confident that unity, cooperation, and strength will continue to pay off as UTLA goes to the bargaining table to fashion an outstanding contract."

UTLA was founded in 1970 through merger of the Los Angeles Teachers Union and the Association of Classroom Teachers-Los Angeles of the NEA.

PELA tried unsuccessfully to block legislation — California's Rodda act which became effective last year—which gave school staffs the right to decide by secret ballot which union, if any, they want to represent them in negotiations with school management.

Until now, both UTLA and PELA met with Los Angeles Board of Education officials to discuss teachers' wages and job conditions, although UTLA, with nearly 17,000 members, had the largest number of delegates on the joint committee.

Now UTLA will be the exclusive bargaining representative for all teachers, leaving the future of PELA in doubt.

Springer issued a call for unity in the giant school system, urging teachers to set aside their differences and "join together so we can confront the issues that face Los Angeles education."

UTLA has been in the forefront of the fight for collective bargaining legislation in California sponsoring the first such bill in the legislature in 1971. The bill was killed that year but the concept of collective bargaining for teachers did not die with it.

In 1972 a bill passed both houses of the legislature in the wake of a heavy lobbying effort by UTLA. It was vetoed, however, by Gov. Ronald Reagan but collective bargaining for teachers was just a governor away.

In 1975 the Rodda bill was hammered out and last year was signed into law by Gov. Edmund G. Brown, Jr.

On Import Quotas:

Shoe Firms, Unions Ask Carter Action

American shoe manufacturers and unions urged President Carter to impose effective controls on shoe imports in an effort to recoup jobs that have been lost in recent years to the flood of foreign footwear into the U.S. market.

A recommendation by the U.S. International Trade Commission calling for tariff rate quotas does not go far enough to offset the job losses, the union and industry representatives said. They said the ITC remedy is "not consistent with the degree of serious injury from imports found unanimously by the commission twice in one year."

Under the ITC proposal, 266 million pairs of shoes could be imported each year at low tariff rates averaging about 10 percent. Imports in excess of that number would be taxed at a higher rate, thereby adding about 10,000 jobs to domestic shoe production, the ITC estimated.

The union-industry statement proposed a system of straight quotas that it estimated would create 30,000 to 35,000 more jobs than under the ITC formula.

The creation of the additional jobs is necessary to remedy the loss of more than 70,000 jobs because 300 shoe factories were forced to close since shoe imports began to accelerate in 1968, the petitioners pointed out.

The statement was signed by President John E. Mara of the Boot & Shoe Workers, President George O. Fecteau of the United Shoe Workers and President Mark Richardson of the American Footwear Industries Association.

The system of import quotas favored by the union-industry group is "the best answer to the serious problems created by the rising tide of imports which have done such severe damage to our industry, our jobs and our communities," they stressed.

Although conceding that a tariff-quota system could be an improvement over "the present intolerable situation," they said substantial modifications are necessary in the ITC proposal to preserve the remaining 165,000 jobs in the domestic shoe industry and an additional 100,000 jobs left among domestic suppliers.

With imports taking over more than 50 percent of the U.S. retail shoe market, the union-industry group pointed out that more than a quarter-million jobs are at stake in 37 states.

"The social costs of an ineffective remedy would be incalcuable," the statement said, pointing out that previous plant closings in small rural areas have had a devastating impact on thousands of families, hundreds of small businesses and on the tax base of communities.

The President has 60 days from the date he receives the ITC's recommendation to act on the remedy. If he rejects or reduces the remedy, Congress could override his action with a simple majority vote.

Adequacy of Carter Plan Questioned in Congress

Members of congressional committees considering President Carter's economic stimulus proposals have expressed some of the same doubts the AFL-CIO has raised.

The Administration has sent its top economic team of Bert Lance, director of the Office of Management & Budget, Treasury Sec. W. Michael Blumenthal and Chairman Charles Schultze of the Council of Economics Advisers to Capitol Hill to testify on behalf of the program.

At House Budget Committee hearings, Chairman Robert N. Giaimo (D-Conn.) questioned why there wasn't more money for direct job creation, and indicated a likelihood that his committee would add funds.

Other committee members voiced similar sentiments. Rep. Elizabeth Holtzman (D-N.Y.) found "not enough stimulus in the jobs area," and Rep. Robert Leggett (D-Calif.) told the Administration team that "a number of us here are thinking of more stimulus." Rep. Parren Mitchell (D-Md.) questioned the limited public works expansion in view of a backlog of $24 billion in project requests from states and cities.

At a subsequent Ways & Means Committee hearing, the Administration's tax rebate and especially its tax cuts for business came in for some sharp questions.

"Isn't your tax rebate program a terribly inefficient way to create jobs?" Rep. Otis Pike (D-N.Y.) suggested.

As for giving business firms a 4 percent credit on social security taxes, committee members from both parties suggested that only firms that actually increase employment should be in line for any tax break.

Administration officials, in reply to questions, steered away from drawing a precise budget line and threatening a presidential veto if Congress went beyond it.

Schultze said the Administration wasn't fearful of a new wave of inflation if Congress exceeded its proposals.

Harbrant Fills Key Post In Food, Beverage Dept.

Robert F. Harbrant has been appointed executive director of the newly activated AFL-CIO Food & Beverage Trades Dept. The appointment, effective Feb. 1, was announced by department President James T. Housewright and Sec.-Treas. Daniel E. Conway.

Harbrant, 34, has been on the staff of the federation's Union Label & Service Trades Dept. since 1967 and has served as executive assistant to its secretary-treasurer for the past two years.

In his new post, Harbrant's responsibilities will include organizing, public relations, political and legislative activities, and the formation of regional councils. He will also be involved in representing the interests of workers in the food and beverage trades within organized labor, as well as other areas.

ROBERT F. HARBRANT

Harbrant handled a number of similar functions with the union label department. He also had been involved in the establishment of a consumer boycott section, purchasing, education, convention planning and publicity activities for the annual AFL-CIO Union-Industries Show.

Twelve unions joined in reactivating the Food & Beverage Trades Dept. last November with the support of the federation. The department had been inactive for more than 10 years.

The department's affiliates represent about 2 million workers directly employed in the foods and beverage industry. Its first convention is planned for December 1977.

DETENTE HAS WORKED almost solely to Moscow's advantage, President Joseph T. Power of the Plasterers & Cement Masons told a Washington conference sponsored by the National Captive Nations Committee. Power, at the speaker's platform, is flanked by Geoffrey Pattie, a member of the British Parliament, left, and Prof. Lev Dobriansky of Georgetown University's economics department. Ernest Lee, director of the AFL-CIO Dept. of International Affairs, is at right. Power said America needs a foreign policy of open diplomacy to replace detente.

Below Previous Year:

'76 Contracts Bring Average 8.3% Raise

Union-negotiated contracts covering 1,000 or more workers last year provided wage increases averaging 8.3 percent in the first year and 6.4 percent a year when measured over the life of the agreement, the Bureau of Labor Statistics reported.

The pay boosts, which do not include possible gains under cost-of-living escalator clauses, compare with 1975 averages of 10.2 percent in the first year and 7.8 percent a year over the contract term.

The 1976 data reflect gains under 787 collective bargaining settlements covering about 4 million workers, BLS said. Most of the workers covered by these settlements were in the auto, construction, trucking, apparel, electrical equipment, and rubber industries.

In key contracts, those involving 5,000 or more workers, the same downward trend showed up, BLS said. Wage and fringe-benefit increases provided by such contracts averaged 8.5 percent for the first year and 6.6 percent annually over the life of the contract. This compares with 11.4 and 8.1 percent, respectively, in 1975.

Fourth-quarter gains alone also were down compared with increases negotiated in the previous three-month period, BLS said. First-year adjustments provided under settlements reached in the October-December quarter averaged 7 percent, as against 10.1 percent in the third quarter. The average over-the-term raise under major contracts negotiated in the fourth quarter was 4.7 percent a year, compared with 7.3 percent in the third quarter.

Other highlights of contracts reached in 1976:

- The average duration of the 787 major agreements was 32 months, compared with 30.4 months when the same parties previously negotiated.
- In the manufacturing sector of the economy, wage increases in new settlements averaged 9 percent in the first contract year and 6 percent annually over the life of the agreement, compared with 9.8 and 8 percent, respectively, in 1975.
- In non-manufacturing industries, pay adjustments averaged 7.6 percent in the first year and 6.7 percent annually over the life of the contract, compared with 10.4 and 7.8 percent, respectively, in 1975.
- Construction industry settlements provide wage boosts averaging 6.1 percent both in the first year and annually over the life of the contract, compared with 8 and 7.5 percent, respectively, in 1975.

The size of the 1976 settlements appears to have been influenced by the possibility of additional pay increases under escalator clauses, BLS said. Contracts with such clauses, which covered 57 percent of the workers under major agreements concluded last year, provided for annual pay hikes of 5.7 percent over the life of the contract. Contracts without COL clauses provided for annual increases averaging 7.3 percent. These compared with gains of 7.1 and 8.3 percent, respectively, in 1975.

During 1976, new COL escalator provisions were introduced in 51 settlements covering 281,000 workers, mostly in the rubber and apparel industries, BLS said. Similar clauses were dropped in 10 agreements affecting 84,000 workers. Escalator clauses now cover about 61 percent, or 6 million, of all workers in major bargaining units, the bureau said.

In the current quarter, 202 major agreements covering 606,000 workers will expire or permit reopening of wage provisions, the report noted. Key bargaining areas include the petroleum refining, food store, and stone, clay and glass industries.

About 900,000 workers will receive deferred wage increases averaging 5.2 percent during the current quarter under provisions of existing major agreements.

TIMES SQUARE DEMONSTRATION in New York supporting economic and social justice for J. P. Stevens's 44,000 textile workers in the South is led by President Bayard Rustin of the A. Philip Randolph Institute, left; Clothing & Textile Workers Sec.-Treas. Jacob Sheinkman, center, and New York City Council President Paul O'Dwyer. Thousands of leaflets were passed out urging New York consumers not to buy products manufactured by Stevens and sold in city department stores. Similar boycott demonstrations were staged in a number of cities across the continent.

Court Denies Religious Objector Exemption From a Union Shop

A U.S. district court in California has ruled that the provision of Title VII of the 1964 Civil Rights Act requiring an employer to make reasonable accommodation to an employee's religious beliefs violates the First Amendment and is therefore unconstitutional.

The decision involves an employee of North American Rockwell Corp. in Los Angeles who refused either to join or pay union dues to Auto Workers Local 887 under the local's union security clause with the company. Kenneth Yott, a member of a small religious sect, said his religious beliefs prevented him from joining any union.

Yott subsequently was dismissed from his mechanic's job in January 1969 and filed an action for reinstatement and back pay under Title VII on grounds he had been unlawfully discriminated against.

But the claim was rejected by Judge Manuel L. Real of the U.S. District Court for Central California, who ruled:

"The excuse of an employee from union membership or the payment of union dues as a condition of employment because of his religious objection affords that employee a privilege not otherwise available to those employees whose religious beliefs or lack of religious beliefs provide no such excuse."

Rockwell's agreement with Local 887 contained an agency-shop provision that went into effect in October 1968. During the trial, Yott for the first time suggested to Rockwell that he would accept as an accommodation to his religious beliefs any one of three alternatives: a job outside the bargaining unit, exemption from the union-security clause, or reinstatement at his old job at a lower rate of pay, permitting the company to dispose of the difference as it saw fit, presumably to pay Yott's union dues.

Rockwell argued that Yott's proposed accommodations were unreasonable for various reasons, but that in any event the "accommodation" provision of Title VII is unconstitutional.

The court agreed, declaring that the government is required by the First Amendment to remain neutral when faced with a conflict such as that between Yott's religious beliefs and the union security clause.

Any sacrifies that Yott may be forced to make because of his religious objections to unionism cannot be alleviated by governmental action in view of the "clear command of the First Amendment" to make no law respecting an establishment of religion, Judge Real added.

In ruling that the company was not guilty of discrimination, Judge Real said that giving Yott a job outside the bargaining unit could only be a temporary solution in view of the intense and ongoing organizing efforts of Local 887. As for exempting Yott from the union-security clause, such an action would not be a true accommodation since it would require the union to forego implementation of its statutory authority to provide for a union shop, Real said.

Finally, the court said that returning Yott to his former job at lower pay would not be reasonable because it could make the union subject to being sued for failure to adhere to its fair representation duties under the Taft-Hartley Act.

In another religion-related case, the National Labor Relations Board rejected First Amendment freedom-of-religion claims of the Catholic Archdiocese of Los Angeles and found that the archdiocese had illegally refused to bargain with Local 3448 of the American Federation of Teachers. The AFT won a representation election last May among lay teachers at 26 archdiocese high schools.

The NLRB found that the archdiocese, by arguing that the board has no jurisdiction over it because it is a religious institution, sought to relitigate issues "which were previously considered by the board . . . to be without merit." In another action, the NLRB directed an election among teachers at 273 parish elementary schools operated by the Archdiocese of Philadelphia.

Carter Planning Steps to Expand Monitoring of Wages and Prices

President Carter edged a step closer to government intervention in wages and prices, but Administration officials insisted he does not intend to seek controls or authority to impose controls.

In a message to Congress outlining his economic recovery program, Carter said he "will soon announce a substantial strengthening of the Council on Wage & Price Stability."

The council is the successor to the Cost of Living Council that functioned during the period of wage-price controls in the Nixon Administration. But its duties are limited to research and economic analysis, with no powers to roll back prices or wages.

Carter said he wants the present council to "perform a more active job of monitoring wage and price developments." He expressed a belief "that both business and labor will be willing to cooperate by giving us voluntary prior notice of important wage and price increases." The AFL-CIO has expressed strong opposition to imposition of wage and price controls.

The President also said he has asked all Cabinet officers "to evaluate continuously the inflationary impact of their departments' programs and regulations."

In at least one important area—job safety and health—so-called inflationary impact statements required by the Ford Administration have both delayed and weakened enforcement of the law, the AFL-CIO has charged.

At a White House briefing, Chairman Charles Schultze of the President's Council of Economic Advisers indicated that the Administration had in mind a form of "jawboning"—speaking out against what it considers "excessive" wage or price actions.

Schultze insisted that the President has "no thought" of asking for even standby control authority at this time, and anticipates voluntary cooperation from labor and business. But Schultze added that if such cooperation isn't forthcoming, the Administration will "have to look at other measures."

The President did not get into the area of wage-price stability in his first "fireside chat" to the American people, a report on his first two weeks in office and his broad plans for the months ahead.

He announced that his energy adviser, James Schlesinger, is directing the preparation of Administration proposals for a national energy policy, to be ready for submission to Congress by Apr. 20. He also reiterated his intention to ask Congress to establish a new Cabinet-level Energy Dept., to combine the efforts of a multitude of separate agencies and "bring order out of chaos."

Carter defended the economic stimulus program he sent to Congress as "a balanced plan" to restore the nation's economic health.

He said his "primary concern" is more jobs and contended that the tax rebates the Administration is proposing represent "the only quick, effective way to get money into the economy and create those jobs."

The President promised early Administration proposals for tax reform and welfare reform.

He pledged, in cooperation with Congress, to put forth "a program of comprehensive tax reform before the end of this year." He said the goal would be "a fairer, simpler system."

Carter said the welfare system "needs a complete overhaul." He announced that Labor Sec. Ray Marshall and Health, Education & Welfare Sec. Joseph A. Califano, Jr., "will work with Congress to develop proposals for a new system which will minimize abuse, strengthen the family . . . emphasize adequate support for those who cannot work, and training and jobs for those who can."

Film Showing To Benefit UFW

Vice President Walter Mondale and a dozen labor leaders are joining in sponsoring a Washington showing of "Bound for Glory," a film based on the autobiography of folksinger and onetime union organizer Woody Guthrie.

Proceeds from the Feb. 8 showing at the Jenifer Theater will go to the United Farm Workers. Guthrie helped organize migrant farm workers during his travels over the country in the 1930s depression.

Besides UFW President Cesar Chavez, sponsors of the Washington benefit include Presidents Kenneth Brown of the Graphic Arts Union; Daniel Conway, Bakery & Confectionery Workers; David Fitzmaurice, Electrical, Radio & Machine Workers; Robert Georgine, AFL-CIO Building & Construction Trades Dept.; Albert Shanker, Teachers; Floyd Smith, Machinists; J. C. Turner, Operating Engineers; Glenn Watts, Communications Workers; Jerry Wurf, State, County & Municipal Employees; Charles Perlik, Newspaper Guild, and Director Alan Kistler of the AFL-CIO Dept. of Organization & Field Services.

Jobs and Public Works

THE AFL-CIO HAS HAD a long history of support for accelerated public works in order to meet the need for quick, pinpointed job-creating economic stimulus, while building, repairing or improving facilities which represent investments in the future of America.

Time and time again opponents have charged these programs took "a long time to start up," took "too long to complete" and "wasted taxpayers' money on make-work projects."

Experience under the present program proves conclusively, even at this early date, that this program—adequately funded—can and does do exactly what we contend and not what oppenents fear. Look at the record:

First and most significant, has been the overwhelming response. The appropriations bill was enacted last Oct. 2 and within 45 days the Economic Development Administration received 25,000 project proposals totaling $24 billion, 12 times the amount available. The proposals were for projects ranging from schools, libraries and playgrounds, to fire stations and water and sewer lines.

These 25,000 requests were not capricious, wasteful or "pie-in-the-sky" attempts by states and localities to get money. Applicants had to prove that on-site work would begin within 90 days, would fit in with existing local development plans and programs and would promote and advance longer range plans. Individual projects could cost no more than $5 million each and must be completed within two years.

To assure quick action, the act spelled out a rigid time schedule for the Economic Development Administration. The agency had only 30 days to issue rules and regulations and 60 days to issue a final decision on each application.

The $2 billion was enough to fund only 1,988 projects out of the 25,000 proposed. Those 1,988 will, according to EDA, generate 142,000 direct on-site jobs and all that money will be spent in areas with an average unemployment rate of 12.3 percent.

OBVIOUSLY, more money for this program means more jobs and more funds to build, repair and improve a wide range of important and needed public facilities. And the jobs would be many more than just those on the job site.

Based on available EDA data, we estimate that another $10 billion in this program would generate some 700,000 direct on-site jobs; and some 350,000 to 700,000 additional jobs in industries providing materials, supplies, transportation and the like for the projects. And, of course, thousands of additional jobs would be generated as the added income and purchasing power spreads throughout the economy.

According to the Commerce Dept., in every year but one since 1967, the real volume of outlays for state and local construction has declined. In 1976, state and local government spent $32.1 billion on public construction (including federal aid). After adjusting for inflation, this represents a rate almost 30 percent below 1967 levels.

We urge the Congress to take a substantial step toward the restoration of the health and vitality of the American economy, by increasing the size of this program and sending it on its way as quickly as possible.

—From testimony by AFL-CIO President George Meany before the House Public Works Committee.

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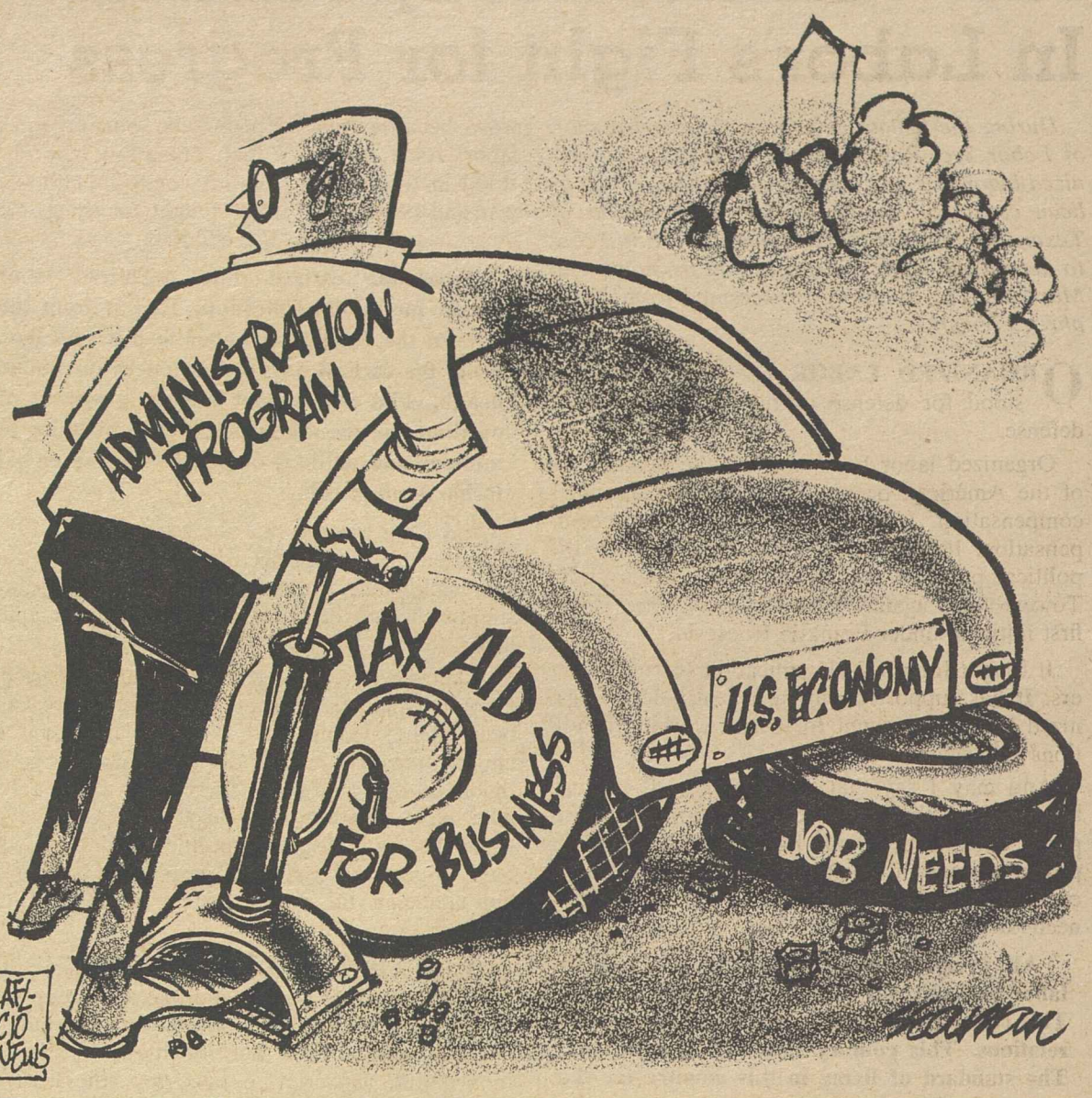

Dilemma for Undernourished:

Florida Freeze No Disaster For Profits of Citrus Growers

By Gus Tyler

THE RECENT FREEZE in Florida will ruin about one-third of the state's citrus crop. Coming at a time when millions of people around the planet are starving to death, the frost in the great orange area appeared as a deep tragedy.

Within a matter of days, however, the Florida Citrus Commission announced its delight. The frigid weather was a godsend.

"Nature had bailed us out of a bumper crop," announced a spokesman for the commission. "The growers were going to lose money, but now the problem has been taken care of and an oversupply situation has been corrected."

Before the ice came, the Florida citrus growers were in a state of peril. Man and nature had done their work too well. The orange crop this year was expected to surpass that of last year by some 18 percent.

In a rational world, this cheery fact would have been greeted with glee. Oranges are good for man and more oranges are better for man. The fruit is tasty, thirst-quenching, nutritious, bursting with vitamin C.

In human terms, the consumption of more oranges could mean better health to many Americans and a way to stay alive for many people in less fortunate lands.

But in the world of the citrus grower, the fewer oranges the better. The growers were faced with a vice called abundance; they now proclaim the virtue of scarcity.

No doubt, the spokesman for the citrus growers, who hails disaster as a delight, will be seen by many as an insensitive, inhumane money grubber. In the flesh, however, he is probably not unlike most of us: an average guy doing the average thing.

IT'S NOT THE MAN who is at fault. To use that old-fashioned phrase from one of Clifford Odets's early plays: "It's the system."

Under our "market" system, oranges—or potatoes or cotton or ham—are not produced for consumption but for sale, not for people but for profit. If there is too much of anything, you destroy it, or withhold it, or pray that Nature will do the dirty work for you.

In the days of the Great Depression of the '30s, cotton growers welcomed the boll weevil, their one-time mortal foe. Potato farmers dumped their potatoes into the ocean. Little pigs did not go to the market; they were slaughtered and buried beyond human retrieval.

All this was happening amidst hunger. And now this is happening with oranges while millions go undernourished.

We can overcome our present scarcities if we want to. But how great is our will to do so in a market system that makes scarcity both desirable and necessary?

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No Tears Shed For Gas Profits

I cannot believe that the natural gas producers need our tears to be shed upon their financial statements, because each of them is having banner years. . . . The oil companies, which are in the main the natural gas producers, will truly gain millions and billions of dollars from the American consumer by utilizing this shortage . . .

Every time this nation faces a severe energy shortage, the major gas and oil producers cry out for deregulation . . .

In the last few years, there has been mounting evidence that large amounts of known natural gas supplies have been deliberately withheld from production . . .

Congress can and must be in a better position to determine the merits of deregulating the price of natural gas—not be forced into it by a shortage partially manufactured by the industry's own hands.

—Sen. Howard M. Metzenbaum (D-Ohio) during Senate debate on emergency natural gas bill, Jan. 31, 1977.

Humphrey Spells Out Role:

All Workers, Needy Benefit In Labor's Fight for Progress

During the Senate debate on the confirmation of Labor Sec. Ray Marshall, an attack on organized labor was launched by a number of Republican conservatives led by Sen. John Tower of Texas. Sen. Hubert H. Humphrey (D-Minn.) rose to defend the labor movement and its support of Marshall. The following is excerpted from Humphrey's remarks.

ORGANIZED LABOR in this country has stood for defense of this nation, a strong defense.

Organized labor has stood for the health care of the American people. It stood for workmen's compensation. It stood for unemployment compensation. It fought for social security when the political party of the senator from Texas (John Tower) voted against it unanimously when it was first initiated under Franklin Roosevelt.

It fought for rural electrification for our farmers. It has supported our farm legislation. Organized labor has fought for better working conditions and against child labor.

And may I say that after we get all through talking about these labor bosses, who live in their plush offices, they look like candidates for the poverty program compared to some corporate executives in this country, and I do not think we need to run them down, either.

All I am simply saying is that organized labor basically has been good for this country. This country has the best of labor-management relations. This country has high productivity. The standard of living in this country for the unorganized worker is due in a large measure because of the efforts of organized labor.

The Fair Labor Standards Act, does not help organized labor. It helps the unorganized worker. And a good paycheck is what this country needs, and when workers get a good paycheck they spend it and they get it into the mainstream of American commerce.

I do not happen to know Dr. Ray Marshall personally as well as I would like. I know of his fine exemplary record. And I hope to goodness he is for organized labor. I hope he understands the importance that in a democracy, unions are vital as a part of the economic system of this country. I hope that he will try to see that more people get a better break in life and a better wage, and if that means organizing and collective bargaining I am for it just as I am for a farm cooperative. And what does a farm cooperative do? It gets better prices for farmers. What does a union do? It gets better wages for workers.

I do not think we need to go around here worrying that America is going to go to the bowwows because there happens to be some organized labor. As a matter of fact, organized labor has stood in the forefront of this country's efforts in war and peace. And it has fought for things that mean a great deal to the children.

From the earliest days organized labor fought for public education. That is from the days of the Knights of Labor to this very day. From the earliest days it has fought for public health, child care, school lunches, programs of nutrition, all the things that mean something to millions and millions of people who never got inside a union hall.

And I am amazed that the senator from Texas feels that his distinguished fellow Texan, Dr. Ray Marshall, would not be a good Secretary of Labor, simply because he has some support from union labor.

I know there have been some crooks in the labor movement, but may I say there have even been some people who have stolen from the church treasury; but we do not abandon our religion or our churches. There have been a few who have disgraced the legal profession, even some that have disgraced politics, and some who have disgraced the medical profession, but we do not condemn the whole system because of the transgressions of the few.

IT IS FAIR TO SAY that with all of the limitations of organized labor—and like any group that is organized, it exercises power—in the main, it has not only looked out for itself, but it has looked out, as Scripture says, for "the least of these."

It has cared about the child of the unorganized as well as the organized worker. It has cared about infant and maternal health programs.

This is what the struggle is all about in this country, whether or not the average citizen in America is going to have a decent standard of living. The day that organized labor stands in the way of that I will be its enemy and its opponent. But I have found organized labor to be on the side of the weak; on the side of the poor; on the side of the sick, and on the side of the handicapped.

Who has come in here and testified day after day and year after year for programs to aid the physically and mentally disabled in this country? Who has put their political muscle behind those programs? Organized labor, as one of the groups in America, thank God.

I am very proud to have had a long association as a friend of the labor people of America. I believe they have done much for this country.

Shift in Momentum:

Economic, Political Changes Brighten Organizing Outlook

THE NEXT SEVERAL years hold the best prospects in a decade for union membership growth, both in total numbers and as a percentage of the U.S. workforce.

That appraisal was made by Director Alan Kistler of the AFL-CIO Dept. of Organization & Field Services, who said the new leadership in the Congress and White House should produce a more favorable political attitude and an awareness of economic realities. He said that President Carter's "emphasis on jobs" as a key step to help "restore economic sanity to the nation" will help cut back the severe unemployment rates and the "great reservoir of fear" that can be exploited by employers in resisting unionization.

Kistler said that the recently formed AFL-CIO organizing coordinating committee will provide a regular mechanism in which federation affiliates can update and sharpen organizing skills and techniques, assemble information and background, and pool staff and other resources in concentrated organizing efforts.

He turned aside the suggestion that the coordinated effort was shaped to combat any gains or adverse effects of the so-called National Right to Work Committee or any other group.

"If there is any relationship, it is one of sequence, not of cause and effect," he declared, stressing the "need to continually pursue our organizing mission—to constantly evaluate ways to improve our performance in that mission." Kistler was questioned by reporters on the network radio interview Labor News Conference.

Kistler acknowledged that the momentum of organizing has been slow over the last decade for both AFL-CIO unions and those outside the federation. He said that in addition to a weak economy and less favorable political climate, "the growth of the breed of professional labor-management consultants—union-busters, in a very real sense," has been a major factor in that development. He said these professionals specialize in "thwarting workers as they attempt to organize—through the procedures of the National Labor Relations Board and the built-in delays of the law."

He called for "substantial, constructive, positive reform" of the National Labor Relations Act, coupled with "vigorous, intensive investigations and more effective remedies."

Washington Window

By Press Associates, Inc.

THE CLOSING OF A GLASS WORKS in a sleepy Michigan town would hardly seem to be the stuff of which major domestic and international problems are made.

But when Corning Glass padlocked the doors of its Albion, Mich., plant last year, throwing its workers into the street, the incident was just one more ripple in a swelling tide of problems for American working people and the nation's foreign trade policies.

The 1,500 workers in Albion and hundreds of thousands more, from shoe workers in Maine to clothing workers in California, lost their jobs because their plants closed. The plants were shut down, in most part, because their owners were not able to compete with mounting imports from abroad. And the stream of imports continues virtually unabated, unchecked—encouraged, in fact, by government policy.

That same public policy, as embodied in the Trade Act of 1974, ostensibly contains provisions designed to protect American workers—if not by saving their jobs, then at least by providing them with "trade adjustment assistance" so they may learn new skills and find new jobs. But, in the view of most of the workers who have been displaced, things just aren't working.

The problem is obvious, the solution more difficult—but not impossible—to grasp. The problem of the American television manufacturing industry, and some suggested remedies, embody the crisis confronting millions of American workers.

In 1960, there were more than 25 domestic companies manufacturing television sets. Imports accounted for fewer than one in 20 sets sold in the United States.

By the end of 1976, an estimated 75 percent of all black and white sets sold in the United States were foreign-made and imports of color sets rose to an estimated 40 percent of all those sold in the country.

Government figures show that employment in the American TV industry—workers directly manufacturing TV receivers—fell from 62,500 in 1966, its peak employment year, to about 41,000 in 1976.

There are no specific figures for job losses in industries dependent upon TV manufacture, but the government acknowledges that 1.5 jobs are created for every one job in manufacturing. For every 1,000 workers who actually put the sets together there are 292 workers making components, 85 rubber and plastics industry workers, 124 logging, wood and furniture workers, and so on.

These numbers add up to a warning by television manufacturers and unions that, unless something is done about imports, another 65,000 jobs in direct manufacturing and component production, plus thousands more in "support" industries, could be lost in what remains of the domestic color TV industry.

THE SAD STORY of what has happened in TV could be repeated—and has been—in several other U.S. industries.

Labor and management in the shoe industry are fighting to save what remains of the American footwear business, arguing before the U.S. International Trade Commission that nearly 300 plants employing more than 70,000 workers have closed over the last decade.

The auto industry has lost thousands of jobs. So have the clothing industry, the machinery industry, the electronics industry, the steel industry and more.

Testifying before the ITC, Steelworkers and AFL-CIO Industrial Union Dept. President I. W. Abel complained that the Trade Act simply isn't working—at least not on behalf of working people.

Organized labor has no desire to erect a wall around the United States, barring importation of any product that conceivably could be manufactured in the United States by American workers. But, at the same time, labor believes there must be some meaningful government action to protect the livelihood of workers.

If virtually all other industrialized nations can set effective import quotas, labor asks, why can't the United States?

THE NEXT SEVERAL YEARS hold the best prospects in a decade for union growth, Director Alan Kistler, center, of the AFL-CIO Dept. of Organization & Field Services, said on Labor News Conference. He was questioned by Sara Fritz of United Press International and Dale McFeatters of the Scripps-Howard Newspapers. The program is aired Tuesdays on Mutual radio.

INFORMATIONAL PICKETS of Government Employees Local 916 demonstrated outside the gates of Tinker Air Force Base in Oklahoma City until management agreed to bargain on issues it earlier had declared "non-negotiable."

Federal Employees Use Picketing to Spur Talks

Oklahoma City—An informational picket line set up outside the gates of Tinker Air Force Base here succeeded in getting management back to the bargaining table after all other reasonable efforts by Government Employees Local 916 failed.

And a complaint against an AFL-CIO Metal Trades Council has been dropped for setting up a similar picket line at the U.S. Naval Shipyard in Norfolk, Va.

The AFGE picket line demonstration continued for six days as Local 916, which represents 15,000 federal employees, protested the "deteriorating labor relations program" at the base.

The local withdrew the pickets from gates at the giant aircraft engine facility after the base management agreed to drop an unfair practice charge against the union for setting up the picket line in the first place.

The dispute developed over management's refusal to bargain over a number of issues that it declared "non-negotiable" and refused to include in a three-year contract worked out last September.

Even after the Dept. of Defense ruled in November that 12 of the 16 issues in question were "mandatory subjects for bargaining," the Tinker management continued to resist the union's efforts to reopen negotiations.

Paul Ketcherside, president of Local 916, said management's prime objections centered on two articles to be included in the contract providing for certain union rights and promotion provisions.

With the withdrawal of the picket line, negotiations resumed with the assistance of the Federal Mediation & Conciliation Service until a new deadlock ensued. The local is now pursuing further action through federal impasse proceedings.

The Tinker picket line, as far as the AFGE headquarters can determine, is the first ever by a union at an American Air Force base.

In Norfolk, the Tidewater Federal Employees Metal Trade Council at the naval base has been seeking a new contract since August 1975. The council set up its informational picket line last November after 15 months of negotiations failed to result in any meaningful progress.

Administrative Law Judge Samuel A. Chaitovitz ordered a Navy Dept. complaint against the council dismissed after ruling that the picketing did not "actually interfere or reasonably threaten to interfere with the operation" of the government shipyard.

The council's contract dispute is now also at the impasse proceedings stage.

Carter Urged To Strengthen Federal Safety

The Government Employees urged the Carter Administration to make sweeping changes in job safety and health programs to provide long-needed protection for federal workers.

The AFGE said in a position paper presented to the Carter transition team that the government's safety program for federal sector employees suffers from indifference and lacks the necessary funds and manpower.

Many of the protections of the Occupational Safety & Health Administration available to workers in private industry are not extended to government workers, the AFGE pointed out.

Among its many shortcomings, the AFGE said, the federal sector safety program fails to give government employee representatives the right to accompany OSHA compliance officers during inspections or to have access to monitoring records of toxic substances in workplace environments, and contains no requirement for rapid processing of worker complaints on job safety and health hazards.

The AFGE urged the new Administration to press for full OSHA protection for federal workers and full funding and staffing for safety enforcement, to direct agency officials to comply fully with safety provisions, and to appoint a White House staff member to serve as a liaison between federal agencies and government employee unions.

Workers Lose Out:

Exports Fail to Overcome Job Loss from Trade Policy

American workers are paying for the nation's faulty foreign trade arrangements with their jobs—not only when imports exceed exports, but even during periods of trade surplus.

And the job erosion continues today as the federal government pursues outmoded and unrealistic trade policies, Elizabeth R. Jager writes in the current issue of the Federationist, the AFL-CIO's monthly magazine.

"U.S. government machinery has not worked to the advantage of U.S. workers," Mrs. Jager stresses.

"Unlike many nations of the world, the United States has no built-in barriers of national policy or walls of tariffs and quotas on manufactured products. It has no extensive requirements that products be manufactured within the United States or policies to assure future U.S. technological strength."

Mrs. Jager, an economist with the AFL-CIO Dept. of Research specializing in foreign trade, traces the changing pattern of U.S. exports in last three decades.

During the 1950s, she notes, the United States exported mostly products; in the 1960s, it exported auto and machinery factories. And now during the 1970s, it is exporting entire plants with the very newest technology—often even before such factories exist in the United States.

This results in direct job losses, Mrs. Jager observes, with a broad economic impact on large and small communities and a wide range of occupations.

"In a declining economy, or in an area where new jobs are not developing, the fact that new plants are not being built, affects the building trades and service workers of all kinds," she notes.

She also points out that imports increased at a faster pace than U.S. exports between 1967 and 1974. And during the first three quarters of 1976, imports rose 24.4 percent to $94.7 billion, while exports rose only 7 percent to $83.3 billion.

In addition, the U.S. share of total world manufactured exports has declined from 21 percent in 1960 to about 15 percent in early 1976, Mrs. Jager reports.

"The mismatch of exports and imports—both geared to different reporting systems—has cost jobs and production in virtually every manufacturing industry from aerospace to textiles."

However, U.S. trade exports and policy spokesmen point with pride to the rising volume of manufactured exports in the 1970s and big dollar surpluses even though job development has not kept pace.

"America is proud of aircraft exports," she notes, "but American workers know there are fewer employees in aircraft than there were over 25 years ago."

Mrs. Jager also cites the impact on U.S. jobs from investment outflows overseas, the accelerating and unplanned transfer of technology and from exporting needed raw materials and intermediate products.

And while the loss of production and technical jobs has been tilting the nation toward a service-oriented economy, U.S. jobs continued to be eroded in shipping, airlines and other service trades.

In stressing the need for stronger U.S. regulation of foreign trade, Mrs. Jager notes that organized labor supports negotiation with other countries—"not giveaways."

Labor seeks to change the rules of the treaties and arrangements that are injurious to America and its people, she observes.

"Negotiations should be based on the real world, not the fancies of yesterday's economic theories. Some other nations have the same view," she adds.

Mrs. Jager also points out that the 1974 Trade Act has not been enforced effectively to protect American industry or its workers from injury caused by unfair foreign trade practices.

She describes trade adjustment assistance—a Trade Act provision to make benefits available for import-related layoffs—"a bureaucratic nightmare" for 500,000 U.S. workers.

"That many had applied by Sept. 30, 1976, for trade adjustment relief. About 161,302 workers had been certified to try to collect payments. And only 153,000 collected anything at all."

Mrs. Jager warns that the United States should not confuse economic competition with its concern for the developing countries and the expansion of fair labor standards throughout the world.

"We live in a world of managed economies, among friends and foes alike," she points out. "We cannot continue to support a laissez-faire trade policy.

"The multinational corporations have amply demonstrated that they have a higher calling than the national interest of the United States."

She stressed that the government must adopt realistic trade policies and arrangements that effectively deal with the changed world economy.

A NEW HEADQUARTERS for the National Rural Electric Cooperative Association in Washington will be built by union construction workers, reflecting the long association between the organization and the labor movement. NRECA represents 1,000 consumer-owned electric cooperatives. The new eight-story building will cost $8.2 million and should be completed in 20 months.

Maritime Trades Back Tankers for Alaska Gas

The Maritime Trades Dept. urged rejection of a Federal Power Commission judge's recommendation that the best way to get Alaskan natural gas to the lower 48 states is through a trans-Canada pipeline, and instead endorsed an American proposal that would ship the gas to a California port by tanker.

MTD President Paul Hall said that the American proposal by El Paso Alaska Co. would deliver the much-needed gas at an earlier date than the Canadian pipeline. He also argued that the El Paso plan would create 750,000 man years of American employment and contribute $10 billion in taxes to the U.S. Treasury.

"If there is anything our economy needs more than these jobs, I don't know what it is," Hall said. "Since the American gas consumer is paying the bill, it would be foolish not to invest that money in American jobs and goods."

Hall, who is also president of the Seafarers, said that liquefied natural gas carriers designed for the project would be the most sophisticated and safe commercial vessels ever built. Similar vessels already have passed their sea trials with flying colors, he said.

"These LNG carriers are all double-hulled, have collision-avoidance radar, bow thrusters, automatic and redundant fire fighting systems, closed cargo systems with inert gas instead of oxygen," he observed. "They exceed Coast Guard specifications for safety of cargo and navigation."

Hall said the ships would be built in America and manned by American crews, injecting an additional $2.2 billion into the American economy.

"I am confident that the FPC, President Carter, and the Congress will decide to keep our gas under U.S. control," he said. "I only hope the decision will be made as soon as possible so we can get started. Every day of delay is another day of the hardships caused by the growing shortage of natural gas throughout the nation."

FPC Judge Nahum Litt made his recommendation favoring the Canadian pipeline on Feb. 1. He termed the El Paso proposal viable, but second-best to the pipeline.

False Economy Hit:

Postal Unions Urge Mail Service Reform

The heads of two AFL-CIO postal unions told the federal Commission on Postal Service that far-reaching changes must be made in the U.S. Postal Service as it is presently organized if improved mail service is to come about.

J. Joseph Vacca, president of the National Association of Letter Carriers, said that if the USPS is going to revert to its constitutionally mandated purpose of service "it will be necessary to replace the management attitudes of profit over service that are pervasive in the present USPS."

Vacca also warned that further attempts to pressure greater production from postal workers "will assuredly result in a counter pressure from the workforce. The employee morale of USPS today is not greatly different than it was in the years immediately preceding the national work stoppage."

Both Vacca and President Francis S. Filbey of the Postal Workers told the panel that experimental programs, such as shutting down small post offices, represent false economy and only result in deteriorated service.

"We are opposed to the closing of small post offices under whatever guise the closing takes place," Filbey said. "We suggest instead (that) serious consideration be given to revamping them by eliminating the position of postmaster and having them operated by a special postal clerk, a category of employee already existent in larger post offices.

"As for fourth-class post offices, we are convinced that they could easily be replaced by rural letter carriers," he said.

Vacca said that proposals such as closing small post offices, reducing delivery days, and extending routes might all superficially increase productivity, "but the price paid in service is much too high."

He also observed that postal workers' productivity has increased dramatically since the 1970 Postal Reorganization Act was adopted.

Citing the annual report of the Postmaster General for the 1976 fiscal year, Vacca said overall productivity reached an all-time high last year of 131,318 pieces of mail per employee—higher than in any other nation.

Both men recommended nomination of the Postmaster General by the President, with confirmation of the Senate, instead of the present system of appointment by the Board of Governors. They also called for abolishing the Board of Governors, noting that the panel as presently constituted is not truly representative of the American public.

"We would favor the continuation of the Board of Governors only if it were established as a tripartite group with representation of postal labor unions, mail users, and the general public," Filbey said.

Vacca said that Congress is enough of an overseer of the USPS. "Let them act as the unofficial Board of Governors."

Filbey urged the commission to take a careful look at the present method of establishing postage rates by the Postal Rate Commission. He said APWU had no strong feelings as to whether or not the Postal Rate Commission should be continued, but that some agency outside of the USPS should have the authority to regulate rates.

Vacca called for the abolition of the Postal Rate Commission, describing it as an "absolute drag" on USPS's operations.

In addition, Filbey asked the panel to make a thorough study of the USPS mechanization program and its effect on operators, "both the noise factor and the pressure on employees by the establishment of almost impossible standards."

TYPESETTING AND PRINTING equipment dating back to the early 1800s is viewed at the Smithsonian Institution by officers of the Columbia Typographical Union No. 101, which is observing its 162nd anniversary. From left are Secretary-Treasurer Robert Petersen, Vice President Jesse Manbeck and executive board member William Boarman.

Productivity Shows Sharp Gain for '76

Productivity in the nation's private business sector grew faster in 1976 than in any year since 1962, the Bureau of Labor Statistics reported.

Output per hour worked by all persons grew 4.5 percent last year, or more than double the rate of increase in 1975, BLS said. The sharp increase in productivity in 1976 occurred despite a fourth-quarter slowdown to a gain of only 1.5 percent, seasonally adjusted.

In its annual review of productivity and costs, BLS said that the rise in output—6.8 percent for the year as a whole—was the largest since 1965, and the 2.3 percent increase in hours paid for was the largest increase since 1973.

The 1.5 percent increase in productivity during the October-December quarter reflected a 3.2 percent increase in output and a 1.7 percent rise in hours of all persons, BLS said. The 1.5 percent increase was the smallest quarterly rise in a year.

Oldest Local Marks 162nd Anniversary

Local 101 of the International Typographical Union is the granddaddy of them all—at least as far as any continuing local union in the United States is concerned.

Established in Washington, D.C., as the Columbia Typographical Society on Jan. 7, 1815—that was during the Administration of President James Madison—it is now observing its 162nd anniversary.

It still retains a part of its old title, Columbia Typographical Union No. 101, and boasts of being "America's oldest labor union."

Other labor organizations were formed earlier—typographical societies in New York and Boston and the Cordwainers in Philadelphia, for example. But none has functioned continuously to this day as has the Washington printers local.

The local was founded with an initial membership of 19 printers and pressmen. The union's wage scale in 1815 was 11 cents an hour for a 60-hour workweek.

In adopting the union's constitution and bylaws, the founders set the dues at 25 cents a month and apprenticeships for three years. At first, only residents of Washington were eligible for membership, and new members had to be approved by a two-thirds vote.

As far as fringe benefits went, the local provided for a $3 a week sick payment to members of three months or more. But its rules also provided for a fine of 25 cents for any member who refused to serve on a designated committee. And anyone who showed up drunk or brought liquor to a union meeting could be fined up to $5.

An "unfair list" was established in 1816 to reprimand members who worked for less than the approved union scale.

In 1824, the "society" displayed a flare for public relations by having all its members participate in an Independence Day celebration. They mounted a small printing press on a horse-drawn carriage and printed copies of the Declaration of Independence that were distributed to the public.

In 1834, the union proposed the formation of a General Trades Union—a forerunner to the Greater Washington AFL-CIO council.

And in 1946, it lodged a protest against government agencies contracting-out work—a battle that government employee unions still are involved in today.

When the construction of the Washington Monument got stalled by the lack of funds, the society pledged a $1,000 contribution in 1849 to help finance the resumption of construction. There is a plaque inside the monument commemorating the union's contribution.

In 1852, the National Typographical Union was organized, but the Washington organization refrained from joining the national union—which eventually became the ITU—until five years later. At that time, it replaced the word "society" with "union."

Today, Columbia Typographical Union has a membership of several thousand. Most of its members are employed by the Government Printing Office; others work for large and small printing firms and newspapers in the Washington area.

Meany Urges Sharp Boost in Funds For Job-Generating Public Works

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supposed to have been in a recovery phase since March 1975, pulling out of the depths of the recession. But construction jobs have not stopped declining, and there are 134,000 fewer construction workers employed than when the economy supposedly turned the corner.

Georgine cited a survey by construction unions in 54 cities in all parts of the country which showed a national average of 27 percent out of work during the early January survey, but jobless rates as high as 67 percent in New York and 48 percent in Philadelphia.

Meany's statement said a large-scale public works program is essential to end "the mess brought about by eight years of economic mismanagement and a policy of creating high unemployment in order to fight inflation."

He told the committee that the program the AFL-CIO is urging would put people to work and give the economy a much-needed impetus "long before there is any significant impact on the federal budget." Meany noted that letters of credit are issued before payments are due, and are translated promptly into "weekly paychecks and increased consumer spending."

Jack Curran, legislative director of the Laborers who testified for President Angelo Fosco, termed the unemployment level for construction workers "intolerable" and said many experienced workers have abandoned the industry.

Operating Engineers Legislative Director John Brown, speaking for President J. C. Turner, stressed the strong stimulus to the entire economy that a $10 billion public works program would bring.

The case for a large-scale expansion of public works funding was reinforced by testimony that after the $2 billion Congress appropriated last year had been allocated, there were still 22,000 applications from cities and states seeking an additional $24 billion for needed projects.

John W. Eden, the outgoing Assistant Secretary of Commerce who handled the allocations, told the committee that the $2 billion appropriation is financing 1,988 projects in areas with an average unemployment rate of 12.3 percent.

Before a new authorization program can be enacted, Congress has to amend the budget resolution it adopted last September for the current fiscal year, which runs until Oct. 1. The AFL-CIO, in earlier testimony before the House Budget Committee, urged Congress to open up the budget to finance a package of economic stimulus programs designed to create jobs for 2 million unemployed workers.

Biemiller's testimony before the Senate Public Works Committee stressed that the projects funded are of lasting value, not "make-work" jobs. He gave this breakdown of the $2 billion allocated from last year's appropriation:

- Police and fire stations, rescue facilities, jails, prisons and other detention facilities are being built through 133 projects using less than $100 million.
- 268 contracts were approved for nearly $375 million for construction, remodeling or repairs of schools.
- Just over $400 million went for 475 water and sewer systems, water treatment and storm drain projects.
- For less than $500 million, 469 projects for courthouses, townhalls, municipal offices, libraries, parking structures and community centers were given the go ahead.
- 49 contracts for hospital facilities, clinics, nursing homes and health care centers totaling $62 million were approved.
- 224 grants totaling $179 million for construction, repair or rebuilding of streets, roads and bridges.

Ruth Succeeds Cole As Machinists' Editor

The Machinist, prize-winning newspaper of the International Association of Machinists, has a new editor for the first time in 30 years.

Gordon Cole has retired and his long-time associate, Dean Ruth, has been appointed to succeed him. Both have been with the newspaper, originally a weekly and now published monthly, during most of its existence.

Cole has joined the staff of the George Meany Center for Labor Studies as media specialist for trade union communications.

Food Stamp Cut Cancelled By Bergland

Agriculture Sec. Bob Bergland formally cancelled a Ford Administration order that would have dropped some 5 million persons from the food stamp rolls and reduced benefits for millions of others.

The slash in benefits had been blocked by a federal court order obtained by a coalition that included 26 state governments, the U.S. Conference of Mayors, 53 unions, 22 church groups and leading civil rights organizations.

Earl Butz, who was Ford's Secretary of Agriculture at the time, complained to reporters that the Administration attempt to cut the food stamp rolls was sandbagged by some "bleeding hearts" who went off in search of a "soft-headed judge."

Bergland said the Ford order was being withdrawn so that the new Administration could shape its own food stamp policy, "free of any encumbrances."

Jobless Rolls Mount:

Fuel Shortage Chills Economic Recovery

(Continued from Page 1)

brings from Washington. President Carter sought and received from Congress emergency legislation to deal with the allocation of natural gas supplies to areas most in need of the fuel. **(Story, Page 1.)**

In terms of layoffs, Ohio has been hit hardest by the cold-weather fuel shortages. Gov. James Rhodes said that over a million Ohioans have been put out of work temporarily by the energy crisis. State Development Director James Duerk said that joblessness could "increase dramatically" by the end of this week.

As the layoffs mounted, the Labor Dept. announced it was making available immediately $10 million in emergency funds to help the half-dozen states that have borne the brunt of this year's brutal winter. The funds will be used to hire workers for snow removal, reduction of ice in harbors and seaways, fuel transportation, emergency repairs, and winterization of houses.

The emergency allocations to the states include $3.3 million to New York, $2 million to Pennsylvania, $1.8 million to Ohio, $1.5 million to New Jersey, $744,100 to Virginia, and $617,000 to Maryland.

The Labor Dept. also directed administrators of state employment security agencies in these and 12 other states to cut "red tape" and speed payment of unemployment benefits to workers idled by the winter crisis.

Marshall instructed the state employment security agencies of all 18 states to put into effect emergency "mass layoff" procedures for handling insurance claims. In addition, he asked employers for lists of persons laid off and ordered a liberal policy of backdating claims and the waiver of work registration as a requirement to collect unemployment insurance benefits.

The 18 states are New York, New Jersey, Pennsylvania, Ohio, Maryland, Virginia, Alabama, Florida, Georgia, Illinois, Indiana, Kentucky, Minnesota, Mississippi, North Carolina, South Carolina, Tennessee, and West Virginia.

The rising demand for jobless insurance benefits promised to put further pressure on state unemployment compensation funds, many of them already in debt due to the effects of the lingering 1973-75 recession. Even before the latest energy crisis, 21 states had borrowed some $3.6 billion from the federal government to keep their funds from going bankrupt, and nine or 10 others anticipated the need for loans before the end of this year.

While the nation's January jobless rate probably would not fully reflect the extent of current unemployment, an increase in the February rate appeared a virtual certainty. Officially at 7.8 percent in December, the unemployment rate is based on a Labor Dept. survey taken monthly during the week that includes the 12th. In January, the sampling was made between Jan. 9-15. Thus, the unemployment rate issued by the department on Feb. 4 does not mirror true joblessness during the January cold siege.

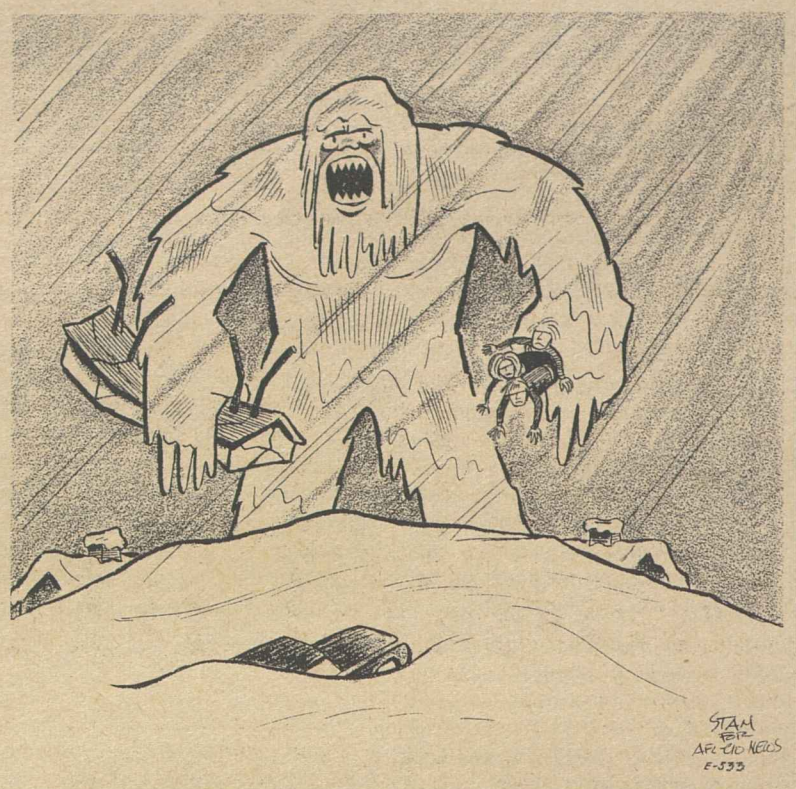
Just as clear was the near-term impact of cold-weather economics on the inflation rate and the nation's gross national product. Most analysts lowered their estimates of a 6 percent first-quarter real GNP growth rate by 1 or 2 percentage points and raised their forecasts on the cost-of-living increase during the January-March period by about the same margin.

Charles Schultze, chairman of President Carter's Council of Economic Advisers, told the Cabinet that higher consumer costs for heating will range from $2 billion to $5 billion this winter.

Data Resources, Inc., of Cambridge, Mass., estimated a 22 percent rise in the cost of household operations in the current quarter.

Chase Econometrics, Inc., estimated that altogether the cold weather will cost Americans about $8 billion in higher fuel bills, increased prices for fruits and vegetables, and income lost through unemployment.

King Winter



Legislation Cleared On Gas Emergency

(Continued from Page 1)

homes and places of work.

The AFL-CIO supported the allocation concept, but had urged that the President be given power to allocate gas from single-state pipelines to the interstate market at the federally-regulated price.

A letter sent by AFL-CIO President George Meany to chairmen of House and Senate committees dealing with the bill stressed that labor's support of the emergency measure "should not be misinterpreted."

Meany said the AFL-CIO's opposition to deregulation of natural gas prices—as sought by the big oil and gas producers—remains "unalterable."

He warned that deregulation would have a "devastating" inflationary impact on the entire economy and "create catastrophic financial hardship for the consumer."

The House initially voted to set a special ceiling price on emergency purchases of natural gas from single-state sources, but the final version dropped any dollar amount. The bill gives the President authority to prevent excessive price-gouging in the sales.

While the emergency legislation passed both houses easily, there was sharp debate over what is sure to be a future congressional battle—whether to deregulate natural gas prices permanently on the assumption that the opportunity for still bigger profits would prompt more exploration and drilling, and that higher prices to consumers would discourage "wasteful" uses of gas.

Consumer groups opposing deregulation have charged that producers have deliberately held back on available supplies in the expectation of bigger profits if controls are lifted.

Sen. Howard M. Metzenbaum (D-Ohio) told his colleagues that "almost every governmental agency that has inquired into this subject has come to the conclusion that there is indeed a deliberate withholding of natural gas from the marketplace in an effort to force deregulation of the price."

He noted that 13 of 14 largest natural gas producers in the United States are major oil companies, which have been reaping windfall profits from repeated energy crises.

The Federal Power Commission in recent years has granted repeated price increases on "new" drillings of natural gas.

The deregulation issue has been a perennial battle in Congress. During the Eisenhower Administration, Congress actually passed a deregulation bill, but it was vetoed after a senator disclosed an attempt to bribe him to support deregulation.

In another emergency move, Treasury Sec. Michael Blumenthal waived requirements of the Jones Act to allow a limited number of foreign-flag tankers to carry liquefied natural gas from Alaska to East Coast ports. The Jones Act requires shipments from one U.S. port to another to be carried on American-flag ships.

Finley Hails Boycott Aid By Japanese

Tokyo—Support of Japan's trade unions for the boycott of J. P. Stevens & Co. products is a major aid in efforts to organize the 45,000 workers of giant anti-union textile firm, AFL-CIO Vice President Murray H. Finley told the Japanese Confederation of Labor (Domei).

Addressing Domei's 13th national convention here as a representative of the AFL-CIO, Finley expressed appreciation for the backing Japanese labor gave in the Farah boycott that led to union representation at Farah clothing plants.

Finley, president of the Clothing & Textile Workers, also detailed for the 1,000 Domei delegates economic problems facing American workers caused by the recession and the imbalance in foreign trade.

In his keynote speech to the convention, Domei President Seiji Amaike called for the unification of all private sector unions in Japan into one national confederation.

Domei is Japan's largest labor federation with its 28 affiliated unions and a membership of 2.2 million. But a number of other private sector unions are affiliated with Soyo, another major confederation, while others are not affiliated with either Domei or Soyo.

Turning to national economic policies, Amaike urged the Japanese government to adopt an economic recovery program that would provide tax cuts of 1 trillion yen, or about $3.5 billion. He also outlined Domei's goals for a 13 percent wage increase in coming negotiations. Wage increases for Domei members averaged 8.8 percent last year.

Senate Kills Bid to Keep Post Office Committee

(Continued from Page 1)

Director Andrew J. Biemiller stressed that it is the only body concerned with long-range economic planning.

And the full Senate approved by a one-sided margin a motion to preserve the Special Committee on Aging, one of a group of non-legislative committees that hold hearings and conduct studies to spotlight problems. The National Council of Senior Citizens had strongly urged its retention.

Pending, as the AFL-CIO News went to press, was a motion by Sen. George McGovern (D-S.D.) to preserve the Select Committee on Nutrition, also a non-legislative body.

Other changes also were possible as the Senate continued consideration of the reorganization plan which is intended to lessen the conflicting time demands on senators.

Under the bill, no senator could serve on more than two of the 15 standing committees and one joint or special committee. Nor could any senator serve on more than three subcommittees of a committee of which he is a member, or chair more than one of the subcommittees.

The AFL-CIO testimony endorsed the goals of Senate reorganization, noting that the number of subcommittees has more than tripled since the last major restructuring in 1947.

New appointments to Senate committees have been held up pending final action on the committee reorganization plan.

To allow committees to function at full strength, temporary appointments have been made.

The House has completed its committee organization, including the selection of subcommittee chairmen.

Seniority generally governed, but the Democratic caucus refused by a 189-93 margin to agree to the reappointment of Rep. Robert L. F. Sikes of Florida as chairman of the important Military Construction subcommittee of the House Appropriations Committee.

Sikes had been censured by the full House last year for a conflict of interest and failure to disclose stock ownership.

After he was denied the chairmanship, Rep. Gunn McKay of Utah was approved for the post.

Within the House Commerce Committee, liberals succeeded in electing Rep. Bob Eckhardt of Texas to fill a vacant chairmanship of the Consumer Protection subcommittee. He won the post over a conservative committee member with higher seniority, David E. Satterfield III of Virginia.

While the Senate was debating the committee reorganization, an amendment was proposed which would have vetoed the pay raise scheduled to take effect Feb. 19 for government executives, members of Congress and federal judges.

The raise, based on recommendations by a salary review commission on which AFL-CIO Sec.-Treas. Lane Kirkland served, was proclaimed by President Ford before he left office under a once-every-four-years procedure that puts it into effect after 30 days unless either the House or Senate disapproves. The proposed pay raise has been endorsed by President Carter.

The Senate voted 56-42 to table the motion by Sen. James B. Allen (D-Ala.) to cancel the pay raise.

UN Urged to Censure, Expel Czechoslovakia

The AFL-CIO called upon the United States to press a motion of censure and expulsion of Czechoslovakia in the United Nations for human rights violations against Czechoslovak citizens seeking to have their government live up to accepted international human-rights standards.

Federation President George Meany charged in a statement that the Czech regime's "vicious persecution" of its own citizens constitutes "gross and cruel violations of the most fundamental human rights" and "warrants the condemnation of the civilized world."

The AFL-CIO protest came in the wake of an official State Dept. warning to the Czech government for its arrest of leaders of a group of Czechoslovak citizens who signed a manifesto entitled Charter 77. The document, which was delivered to the Communist authorities on Jan. 6, cites the systematic pattern of oppression and fear that rules Czechoslovakia.

"Charter 77 establishes beyond a doubt that Czechoslovakia today is not a civilized nation governed by law, but one great concentration camp for the punishment of innocents, run by the criminals at the point of Soviet guns," Meany declared.

"If basic human rights mean anything at all to the United Nations, Czechoslovakia must be called to account before the General Assembly, and the public testimony of the gallant signers of Charter 77 must be heard in that world tribunal."

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100% Windfall Profit Tax Asked on Fuel Suppliers

Committees Add Funds For Jobs

By David L. Perlman

The House and Senate Budget Committees have asked Congress to raise this year's spending ceiling in order to finance a bigger job-creation program than the Administration has proposed.

Both committees called for an additional $4 billion this year for accelerated public works—double the amount the President has requested.

In close tandem, the House Public Works Committee has already drawn up the legislation authorizing the additional funds, to be acted on as soon as the budget ceiling is lifted.

Until a new ceiling is set, Congress is bound by the spending limits established in the previous Congress. Thus action on the budget resolution is the first legislative step.

The tentative timetable calls for a House vote on the new budget ceiling on Feb. 23 and a vote on the public works bill the following day.

The House Budget Committee proposed a package of job stimulants that it predicted, in an accompanying report, would reduce unemployment by about 1 million this year.

The Senate panel, which announced its recommendations shortly before the AFL-CIO News went to press, put together a slightly more modest package with some different components. But its version, also, would generate more jobs than the Administration plan.

One of its provisions, not contained in the House version, would help pay fuel bills for low-income families. Separate legislation would have to be passed to put any such program into effect.

Both committees voted to adjust the budget totals to allow the full $13.8 billion in tax rebates and reductions proposed by President Carter.

The House Budget Committee emphasized that "the precise components of these rebates and reductions will be determined by Congress after a tax bill is reported by the Ways & Means Committee."

Its report noted that experience with the 1975 tax rebate "has produced widespread skepticism that rebates and reductions can spur sufficient economic activity to reduce unemployment rates significantly in any acceptable period of time."

Therefore, the committee majority urged, Congress should "pro-

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LARGEST INCREASE in voter registration and voter participation from 1974 to 1976 won Norfolk, Va., a top national award as the "votingest" city in communities with a population in excess of 250,000. Displaying the award from the America-Vote '76 organization are Norfolk COPE volunteers, from left, Kathy Abbass, Mary Ann Foutz, Betty McClane and Faye Hicks. Efforts of COPE and the League of Women Voters were credited with the gains in voting participation in Norfolk.

Union Leaders Persecuted:

Repression in Chile Assailed by Meany

Chile's current military regime is no different than Communist governments where human rights are concerned, and the repression and harassment of Chilean trade unionists is testimony to the fact, AFL-CIO President George Meany declared.

In a letter to Chile's labor and social security minister who had sought Meany's help in securing the release of a prominent Cuban political prisoner, Meany said that the viewpoint of American labor toward Chile stems from painstaking interviews and research by AFL-CIO representatives who have visited that country and from Chilean trade unionists with whom the federation has maintained contact over the years.

"In that light, we have condemned the excesses of the Allende regime as well as those of the Pinochet regime as they have affected human rights and trade-union freedoms," Meany wrote Sergio Fernandez Fernandez. **(Text, Page 2.)** "I regret to say that we have seen precious little cause for rejoicing at the alleged efforts of the Pinochet regime to safeguard such rights."

Gen. Augusto Pinochet heads the military junta that overthrew the Marxist government of the late President Salvador Allende Gossens in 1973.

Fernandez wrote Meany asking him to use his good offices to help free Huber Matos, a former revolutionary leader in Cuba who broke with Castro over communism. Matos was branded a traitor, and has languished in a Cuban political prison the past 17 years.

Meany said that Fernandez's reference to the current Chilean government's anti-Communist posture thinly disguises the consistent repression of human rights

(Continued on Page 2)

Labor Stresses Need For Equal Sacrifice

Natural gas and fuel companies should be taxed 100 percent of their "windfall profits" from the energy shortage they helped create, the AFL-CIO urged at House hearings.

Legislative Director Andrew J. Biemiller and Research Director Rudy Oswald sharply challenged the tax "incentives" for corporations sought by the Carter Administration. They told the House Ways & Means Committee that the concept of equality of sacrifice may demand an opposite approach.

"Instead of a tax cut to corporations," Biemiller suggested, "tax the windfall profits the gas and fuel companies are raking in out of people's misery."

Biemiller's testimony was presented by Oswald, who had also appeared before the same committee earlier in a panel discussion by leading economists on the tax portions of the Administration's economic stimulus program.

The AFL-CIO testimony termed tax cuts the "least effective" way to stimulate the economy and maintained that any rebates should be limited to the neediest families.

Money put into direct job creation will do a lot more to reduce unemployment than tax cuts and rebates, Biemiller stressed. But if rebates are granted, they should go to "those who face the impossible choice of spending for fuel or food."

Oswald cited a Congressional Budget Office study estimating that the $22 billion tax cut proposed by the Administration would create about 660,000 jobs within a year.

The same number of jobs, the study showed, could be generated by a $9.5 billion public works program.

Biemiller told the committee that the proposed $50 rebate will be eaten up by extra fuel costs and energy-related price increases. "Workers would be far happier if this committee were considering a bill that would establish tax justice, instead of one that has an illusion

(Continued on Page 8)

Natural Gas 'Shortages' Challenged

The Interior Dept. began investigating charges that some natural gas producers have withheld large amounts of the fuel during the nation's winter emergency as the Wall Street Journal and other sources reported that many are sitting on huge reserves waiting for gas prices to rise.

"If the price were right," the Journal said, "thousands of producers who are sitting on undrilled reserves would be gearing up to supply more gas to help ease new shortages that seem certain to appear with the first freeze of next winter." The newspaper quoted David H. Foster, the executive vice president of the Natural Gas Supply Committee, a Washington-based lobbying group for the nation's gas producers:

"There are 7,000 natural-gas producers out there waiting for a signal that will provide them with the incentive to get the rigs and lease the land." Such a signal, Foster and other gas producers say, would be deregulation of gas prices by the Federal Power Commission.

While in theory deregulation would prompt more exploration and drilling in hopes of bigger profits, labor and consumer groups charge that the move would not add to the nation's gas reserves, but

(Continued on Page 8)

Labor Backs Abolition Of Electoral College

The AFL-CIO urged a constitutional amendment for direct election of the President as the only way to assure that the candidate who gets the most votes will win the election.

Legislative Director Andrew J. Biemiller reaffirmed the federation's support for the amendment proposed by Sen. Birch Bayh (D-Ind.). It would abolish the electoral college system and award the presidency to the candidate with the most votes if they amounted to at least 40 percent of the ballots cast. If no candidate reached 40 percent, a runoff would be held between the top two vote-getters.

Biemiller's testimony was presented by Legislative Rep. Kenneth Meiklejohn at Senate Judiciary subcommittee hearings. It stressed how easily the will of the people could have been thwarted in recent elections and urged remedial action before the next presidential election.

A small shift of votes in one or two states could have changed the outcome in three of the last five presidential elections, the AFL-CIO testified, and the nation's highest office would have gone to a candidate who did not receive the most votes.

Biemiller noted that Gerald Ford would have been elected over Jimmy Carter by a shift of only 8,354

(Continued on Page 2)

Survey Shows 19% Gain For Corporate Earnings

American businesses posted another quarter of profit gains in the last three months of 1976, averaging a 19.1 percent increase over the same period a year earlier, the Wall Street Journal reported.

In a survey of 470 major corporations, the newspaper found that the fourth-quarter increase was far below the 41 percent rise in the first quarter of last year or the 33 percent gain in the second quarter but higher than the third-quarter increase of 17 percent.

The October-December earnings also reflected a 65 percent increase above the 1975 first period when the nation's worst recession since the 1930s was at its lowest.

The Journal said that profits would have been higher but for the unusually cold and early winter. The chief losers were steel, chemical, paper and textile producers. Oil companies and utilities performed well, however, as did auto firms, chain stores, electrical-equipment manufacturers, and banks.

General Motors maintained its profitability record, registering a

(Continued on Page 7)

SEVERAL THOUSAND of Virginia's public employees marched on the state capitol to press for a collective bargaining law and to head off further cuts in state funds for schools. Taking part in the massive demonstration in Richmond was a large delegation from the State, County & Municipal Employees and members of the Fire Fighters. The Virginia supreme court recently ruled that cities and counties in the state do not have the right to bargain with their employees.

Meany Denounces Chile's Rulers For Violations of Human Rights

(Continued from Page 1)
and trade-union freedoms in Chile.

"The excesses committed by your government in the name of anti-communism are typical of the most tyrannical fascist regimes of our century," Meany charged. As for Matos and the thousands of others who suffer in Communist concentration camps, Meany told Fernandez that the American labor movement is concerned for all political prisoners including "those who suffer the same ignominious fate in the detention camps and jails of the Pinochet regime still in existence in Chile."

"The campaign for the release of Huber Matos will be waged forcefully by persons and organizations who legitimately invoke the application of human rights everywhere, in Cuba as well as in Chile," Meany declared.

He called upon the Chilean government to restore human rights and trade-union freedoms in Chile and stop its interference, repression and harassment of democratic trade unions that seek to represent the country's workers.

"When your government ceases its persecution of trade-union leaders and permits unrestricted trade-union organizing, allows free and unsupervised trade-union elections to take place at all levels of the Chilean trade-union movement and restores the right to collective bargaining, then, and only then, will there be basis for believing that Chile subscribes to 'the universal value that human rights should merit,'" Meany said.

Two months ago, Chile freed Chilean Communist Party leader Luis Corvalan Lepe in exchange for the release of Vladimir Bukovsky, the Soviet human-rights leader who became known in the West for exposing the Soviet practice of committing dissidents to mental hospitals. In his letter to Meany, Fernandez said that the Pinochet regime had offered to free all political prisoners if the Soviet Union and Cuba would do the same.

While Corvalan was let free, through the mediation of the U.S. and Swiss governments, Cuba has not responded to Chile's proposal that Matos be freed in exchange for the release of Jorge Montes, a former senator and a member of the Chilean Communist Party.

Meany said there was a certain irony in Fernandez's reference to Soviet jails since members of a number of accredited international investigative bodies have visited Chilean detention camps in their inspections in Chile.

"One can only assume that there indeed does exist a Chilean Gulag," Meany observed. "The repression and harassment of Chilean trade unionists today is painful evidence that your government is no different than the oppressive regimes you publicly denounce."

Meany said that the Pinochet regime's harassment campaign and threats of physical violence against Chilean democratic trade union leaders is no different than the campaigns being ruthlessly waged agaist dissidents such as Solzhenitsyn, Bukovsky, and Sakharov in the Soviet Union, and the 257 cosigners of Charter 77 in Czechoslovakia.

Meany's Response To Chilean Minister

The following is the reply of AFL-CIO President George Meany to a letter from Sergio Fernandez Fernandez, Minister of Labor and Social Security of Chile.

Our viewpoint vis-a-vis Chile is now, and always has been, marked by a singular objectivity: the defense of human rights and trade union freedoms in that unfortunate nation. Our viewpoint is not the result of "Marxist propaganda" nor of "those who let themselves be influenced by it," as your letter states, but grows from painstaking interviews and research conducted by our representatives who have visited Chile and from Chilean trade unionists with whom we have maintained contact over the years. In that light, we have condemned the excesses of the Allende regime as well as those of the Pinochet regime as they have affected human rights and trade-union freedoms in your country. I regret to say that we have seen precious little cause for rejoicing at the alleged efforts of the Pinochet regime to "safeguard such rights." Your reference to the anti-communist posture of the Chilean government that would disguise the consistent repressing of human rights and trade-union freedoms in Chile is immediately transparent. The excesses committed by your government in the name of anti-communism are typical of the most tyrannical fascist regimes of our century.

I find your mention of Soviet jails ironic in light of references made to the Chilean detention camps visited by members of a number of accredited international investigative bodies and named in their respective formal reports. One can only assume that there indeed does exist a Chilean Gulag.

Your reference to the fate of Huber Matos, who languishes today in a Cuban political prison, brings forcefully to our minds the documented persecution, jailing and torturing of Chilean trade unionists equally as innocent as Matos, guilty of nothing more than their firm belief in freedom and democracy.

The repression and harassment of Chilean trade unionists today is painful evidence that your government is no different than the oppressive regimes you publicly denounce. The campaign of harassment and threats of physical violence against such courageous and democratic trade union leaders as Eduardo Rios, Guillermo Santana, Ernesto Vogel, Samuel Gallardo, Enrique Mellado, Antonio Mimiza, Tucapel Jimenez, Hernan Pinto German, Pedro Cifuentes, Manuel Bustos, Louis Alegria and countless others whose only "crime" is an unselfish and valiant effort to defend the interests and well being of Chilean workers is no different than the campaigns being ruthlessly waged against so-called dissidents, such as Solzhenitsyn, Bukovsky and Sakharov in the Soviet Union, and the 257 co-signers of Charter 77 in Czechoslavakia.

You can be assured of the "concern of the United States for the fate of those thousands and thousands who suffer in communist concentration camps" and of the extension of that concern for those who suffer the same ignominious fate in the detention camps and jails of the Pinochet regime still in existence in Chile.

The campaign for the release of Huber Matos will be waged forcefully by persons and organizations who legitimately invoke the application of human rights everywhere, in Cuba as well as in Chile.

The AFL-CIO, for its part, demands the restoration of human rights and trade union freedoms in Chile and the cessation of the various forms of interference, repression, and harassment employed currently by your government to prevent democratic trade unionists from representing their working class constituency in Chile.

When your government ceases its persecution of trade-union leaders and permits unrestricted trade union organizing, allows free and unsupervised trade-union elections to take place at all levels of the Chilean trade union movement and restores the right to collective bargaining, then, and only then, will there be basis for believing that Chile subscribes to "the universal value that human rights should merit."

HRDI Gets New Grant To Train, Place 20,000

The AFL-CIO Human Resources Development Institute will help train and find jobs for 20,000 unemployed workers in coming months under a $6 million federal contract renewal, Labor Sec. Ray Marshall announced.

Working through its 56 local field offices, Marshall said HRDI will develop most of the jobs with the cooperation of state and local governments, federal agencies, the National Alliance of Businessmen and other organizations involved in job training and job development.

Included in the program will be about 1,000 minority youths who will be placed in apprenticeships in the building and construction trades after they are tutored to pass entrance tests. The youths will be recruited and trained through subcontracts with 21 local building trades councils which operate Apprenticeship Outreach programs.

The one-year contract also provides for HRDI to work with state and local manpower planning councils in creating additional union job opportunities for Vietnam-era veterans. And efforts will also be made to find jobs for 600 ex-offenders and prisoners on work release programs.

HRDI Executive Director Charles Bradford reported that the AFL-CIO manpower arm will also operate jointly with the NAB a summer youth program this year for about 5,000 youngsters in 53 cities across the country.

The Vocational Exploration Program is the outgrowth of a nine-week pilot project that was co-sponsored by HRDI and NAB last summer. The experimental effort served nearly 300 disadvantaged youths in 18 cities.

Under seven previous Labor Dept. contracts, HRDI developed more than 138,000 job opportunities and placed nearly 70,000 persons in jobs, the Labor Dept. said.

Of those placed, more than 35,000 were classified as disadvantaged, 25,000 were Vietnam-era veterans, and more than 2,500 were ex-offenders or prisoners on work release. Blacks constituted 43 percent of the placements, Spanish-speaking persons 13 percent and other minorities 2 percent.

HRDI was established by the AFL-CIO in 1968 to make fuller use of the labor movement's resources to recruit, train and find jobs for unemployed or under-employed workers through Labor Dept. programs.

Constitutional Amendment Backed For Direct Election of President

(Continued from Page 1)
votes—despite Carter's 1.7 million vote plurality in the popular vote. All it would have taken, he said, would have been a change of 3,687 votes from Carter to Ford in Hawaii and a similar switch of 4,667 votes in Ohio.

That would have given Ford 270 electoral votes to 263 for Carter.

Biemiller's testimony expressed particular concern at the possibility that a three-candidate contest could throw the presidential election into the House of Representatives, under a procedure that gives each state a single vote, regardless of population, and invites political deals.

It pointed out also that in the past three presidential elections, "faithless" electors have cast votes for someone other than the candidate who received the most votes in their states.

Biemiller noted that several senators have proposed amendments that are intended to deal with some of the objections to the electoral system. But unlike the Bayh amendment, he stressed, they would be elected President.

One of the alternative approaches, Biemiller said, was advanced by former President Nixon. It would have allocated the electoral vote of each state on a proportional basis, instead of the present winner-take-all formula. As an example of the plan's weakness, Biemiller noted that in the 1960 election it would have given the presidency to Nixon even though John F. Kennedy had more popular votes.

The original electoral college was intended to produce the indirect election of a President by a body of distinguished citizens.

That concept was quickly abandoned, but the electoral vote system remains as an impediment to voter selection of the President.

The time for action is "long past due," Biemiller concluded. "We hope, and we urge, that this constitutional amendment may be put before the people for ratification in time for it to go into effect in the next presidential election."

Problem Worsens:

Discouraged Job-Seekers Affect Unemployment Rate

By James M. Shevis

Unemployment in January, based on a survey made in the second week of the month, declined half a percentage point to 7.3 percent, the government reported, but the improvement must be taken with a large grain of salt, the AFL-CIO warned.

"Obviously, these figures—compiled during the week of Jan. 10—are outdated and obsolete because of the worsening weather," Federation President George Meany declared. If anything, he said, the latest jobs statistics "constitute clear evidence the economy remains stagnated, with despair increasing."

Meany pointed out that nearly 450,000 workers dropped out of the labor force last month, a huge decline that the Bureau of Labor Statistics did not attempt to interpret in its release on the January employment situation. The probable explanation, Meany suggested, is that "most joined the ranks of those too discouraged to look for work because the economy is not creating new jobs."

Discouraged workers—those who give up looking for jobs because they feel none exists for them—are not counted on a monthly basis by BLS. Their number is reported quarterly and even then is not factored into the government's calculation of unemployment. Nor does BLS account for workers involuntarily employed part-time because they cannot find full-time jobs.

"Since the government has no up-to-date figures on those too discouraged to seek work, even our realistic measure of unemployment is not current," Meany said. "But we do know that the unemployment rate is at least 10 percent and is undoubtedly higher. And this rate does not include the hundreds of thousands of workers idled because of the weather and natural-gas shortage."

The AFL-CIO method of calculating joblessness counts as unemployed one-half of those who are involuntarily employed part-time and all of the "discouraged workers." In January, BLS reported 3,320,000 persons at work part-time for what it calls "economic reasons." Discouraged workers, whose number in the first quarter of this year will not be disclosed until the first week of April, totaled about 1 million at the end of 1976.

While the 444,000 decline in the size of the nation's work force remained largely unexplained by the government, BLS Commissioner Julius Shiskin told members of Congress the bitter cold weather that set in after New Year's may have had something to do with it. But when asked for an estimate of cold-related layoffs, Shiskin replied that present data were too "soft" to provide any meaningful figure.

Yet, although BLS's January survey preceded most of the severe economic disruptions associated with the unusually cold weather and the consequent fuel shortages, colder-than-normal temperatures during the survey week had a clear negative impact on construction workers.

"Even seasonally adjusted, employment in construction dropped another 65,000 jobs, re-emphasizing the need for a major expansion in public works," Meany observed. The bad weather also may have contributed to a decline in the average work week, from 36.2 hours in December to 35.8 hours in January.

"Those who were working actually earned about $3.61 less a week than a month ago, at a time when fuel and food bills are rapidly increasing," Meany pointed out. "These figures demonstrate that America needs a job-creation program that will restore hope to the unemployed and paychecks that are the only lasting stimulus to the economy."

The decline in the work force, a break in the pattern of the past year, gave the nation a labor force of 95,516,000 last month. Total employment rose by 117,000 jobs to 88,558,000 and this, combined with the decrease in the size of the work force, pushed down joblessness by 561,000 to 6,958,000.

But the January figures do not reflect the wave of plant closings and attendant joblessness that rolled through the economy as a result of fuel shortages from mid-month on. The February employment survey, taken this past week, will show a jump in the jobless rate of "at least one full percentage point," forecast John Kendrick, the Commerce Dept.'s chief economist.

Nancy Teeters, chief economist for the House Budget Committee, told the panel that some economists are predicting a February unemployment rate of as high as 9.2 percent. The nation's jobless rate at the lowest point of the recession, May 1975, was 9 percent.

Meanwhile, initial claims for unemployment compensation benefits —running well over half a million each week during January—were expected to bulge as a result of the cold-weather, energy-related layoffs. And two more states, Tennessee and West Virginia, triggered on an additional 13-week period of jobless benefits as their insured unemployment average rates rose above 5 percent.

Adult workers benefited mostly from the early January decline in official joblessness, with the unemployment rate for men dropping from 6.2 to 5.6 percent and the rate for women going from 7.4 to 6.9 percent, BLS said. Declines were recorded for teenagers, from 19 percent to 18.7; for whites, from 7.1 percent to 6.7; for blacks, from 13.4 to 12.5 percent; for household heads, from 5.1 to 4.8 percent; for full-time workers, from 7.5 percent to 6.7.

The average duration of unemployment remained essentially unchanged in January at 15.5 weeks, down from 15.6 weeks in December. Hard-core unemployment — joblessness of 27 weeks or more— affected 17.5 percent, or 1,245,000, of the unemployed.

The average weekly earnings of production workers fell over the month to $179.12 from $182.73 because of fewer hours worked.

ALABAMA TRADE UNIONISTS and concerned citizens take labor's consumer boycott of J. P. Stevens products to the people of Birmingham, distributing fact sheets and literature on the giant textile firm's exploitation of workers and anti-union activities. State AFL-CIO President Barney Weeks, center, explains to television reporter that purpose of the boycott is to bring Stevens to the bargaining table and achieve justice for Stevens workers.

J. P. Stevens Charged With New Violations

Winston-Salem, N.C.—J. P. Stevens & Co. has been hit with charges of further violations of labor law, this time at the company's plants in Wallace, S.C.

The director of the National Labor Relations Board's 11th region, headquartered here, issued a complaint based on charges of the Clothing & Textile Workers that the company interfered with, restrained, and coerced its 1,000 Wallace employees in the exercise of their rights under the National Labor Relations Act from "on or about Oct. 14, 1974, and continuing to date."

The Stevens firm, which has already been found guilty of illegal labor practices by the NLRB 15 times, must respond to the latest accusation at an Apr. 25 hearing by an administrative law judge in Wilmington, N.C.

Just last month, the NLRB issued another in its long list of complaints against Stevens for unfair practices at its Whitehorse plants in Greenville, S.C.

The complaint against Stevens at its Wallace plant specifically charges the company with:

- Instituting an invalid rule barring employees from distributing union literature during non-working time in non-working areas.
- Threatening workers that law enforcement authorities would be called in to enforce the invalid no-distribution rule.
- Engaging in surveillance of its employees while they distributed union literature.
- Threatening discharge or other reprisal because of union activities.
- Ordering an employee not to read union literature during non-working time in a non-work area.

Noting that in December 1974 a majority of the employees selected the Textile Workers union—since merged with the Amalgamated Clothing Workers into the Clothing & Textile Workers—as their bargaining representative, the complaint charged that since that time Stevens "continues to refuse to bargain" with ACTWU and is attempting to "destroy its majority" among the workers.

Stevens is the target of a nationwide consumer boycott by organized labor and concerned citizens because of its long record of flagrant union-busting activities. It is the second largest textile manufacturer in the country with 44,000 employees at 85 plants.

Workers at the company's seven plants in Roanoke Rapids voted for union representation in August 1974, but the company has engaged in mere "surface bargaining" on ACTWU's contract proposals. An NLRB hearing on charges that the company is refusing to bargain in good faith at Roanoke Rapids is presently in recess.

Rehnquist Lifts Idaho Safety Inspection Ban

Federal inspections of workplaces have been resumed in Idaho by the Occupational Safety & Health Administration after a U.S. Supreme Court order indefinitely suspended a lower court injunction that banned OSHA inspections in the state.

A three-judge federal district court panel ruled in December that it was uconstitutional for OSHA compliance officers to inspect workplaces without first obtaining a search warrant.

But Supreme Court Justices William H. Rehnquist on Jan. 25 granted the Labor Dept. a temporary stay of the injunction, allowing inspections to continue in all jurisdictions other than Idaho.

Then on Feb. 3 Rehnquist lifted the ban on inspections in Idaho pending a high court review of the case. However, Rehnquist left the lower court order in effect covering Barlow's, Inc., a Pocatello firm that challenged the OSHA inspections.

Ferrol G. Barlow, owner of the heating, plumbing and electrical contracting firm that employs about 35 workers, sued the Labor Dept. on the ground that unannounced OSHA inspections violated his rights under the Fourth Amendment's prohibition of "unreasonable search and seizure." Barlow refused to admit a federal safety and health inspector into his plant even after a court order was obtained.

In his latest Supreme Court order, Rehnquist termed the 1970 Occupational Safety & Health Act "presumptively constitutional as are all such acts," and said that it should remain in effect pending a final decision by the high court.

Winpisinger to Succeed Smith as IAM President

William W. Winpisinger will assume the presidency of the Machinists on July 1 to succeed IAM President Floyd E. Smith, who is scheduled to retire.

Winpisinger, 52, an IAM vice president since 1967 and head of the union's headquarters staff for the past four years, emerged unopposed from a month-long nominating process. The union said that no other potential candidate was nominated by 25 or more locals as required by the IAM constitution. Nominations closed Jan. 31.

Smith, 64, who has headed the 920,000-member union for the past eight years, will step down June 30. He will turn 65 later this year.

Sec.-Treas. Eugene D. Glover, 54, and five incumbent vice presidents were returned to office without opposition as a result of the nominating process. And four new vice presidents were elected to fill vacancies. All terms of office are for four years.

Winpisinger, a former automobile and diesel mechanic, joined IAM Local 1363 of Cleveland in 1947. He was appointed a special organizer for auto mechanics in Lorain County, Ohio, in 1951. He later became an IAM field representative handling organizing, arbitration and negotiations in Michigan, Ohio, Pennsylvania and New York.

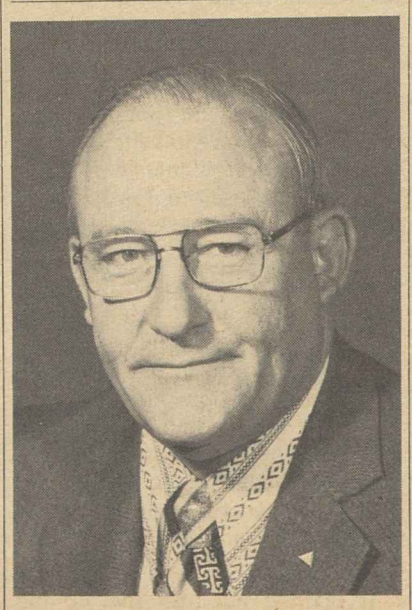
In 1965, Winpisinger was named the IAM's automotive coordinator and later became the first head of the union's transportation department, covering railroads, airlines and automotive repair.

Winpisinger is also president of the Institute of Collective Bargaining, an advisory committee member of the Federal Committee on Apprenticeship, a trustee of the National Planning Association and serves on the finance committee of the Democratic National Committee.

The four new vice presidents who will assume office July 1 are Justin Ostro of Hartford, Conn.; George Poulin of Washington, D.C., Dominic Berta of Chicago and Stanley Jensen of San Francisco. All are currently IAM field representatives.

The retiring vice presidents are Robert Simpson of Long Beach, Calif.; Francis Meagher of Seattle and Fred Purcell of Cleveland.

The five incumbent vice presidents winning re-election are Mike Rygus of Ottawa, Tom Ducy of Chicago, Sal Iaccio of New York, Roe Spencer of Dallas and John Peterpaul of Washington.



WILLIAM W. WINPISINGER

No Substitute for Jobs

THE WORKERS we represent know that an additional $50 for each family member is no substitute for a job. They know a rebate will be eaten up by the extra money this winter will cost them in additional fuel and food prices.

Those who have lost their jobs because of this horrible winter will not be made whole by a $50 bill per family member. They aren't going to be able to buy something extra—the type of consumer demand that is necessary to reduce retail inventories in order to spur producers into producing more goods in order to put people back to work.

The workers we represent obviously would like to pay less in taxes, but they want jobs more than a few bucks extra in each week's paycheck for those fortunate enough to have jobs. The proposed tax cut is no substitute for a tax law that distributes the tax burden equitably. Our members don't see any real saving in getting a few dollars more a week when the tax laws continue to demand that they pay far more than their fair share of taxes.

Workers would be far happier if this committee were considering a bill that would establish tax justice, instead of one that has an illusion of helping the little guy.

We are especially irate at the proposal to give corporations yet another tax gift. The concept of giving a corporation its pick of tax breaks—"pick the wage subsidy or investment tax credit, whichever is the most profitable to you"—is galling, to say the least.

We have heard various alibis for this proposal—"corporations need something to make them happy" or "this will provide jobs." The first is a rationalization. The second is untrue. And we buy neither.

IF THE COMMITTEE does feel the need for an immediate tax law, instead of a comprehensive revamping of the tax laws to achieve tax justice, we have two suggestions:

First, give the $50 each to those who need it most—not to me, not to the members of Congress, not to the nation's millionaires. Give it to those who face the impossible choice of spending for fuel or food—the choice of keeping warm and going hungry, or eating while freezing.

Second, instead of a tax gift to corporations, tax the windfall profits the gas and fuel companies are raking in out of people's misery.

President Carter, in his fireside chat, called for equality of sacrifice in order to meet this winter's crisis. We agree. But our members have lost their jobs by the hundreds of thousands. Their children are being deprived of education because schools are closed. Their homes are cold. Their future is endangered. Their sacrifice is very real.

What about the natural gas companies? How is it a sacrifice for them to boost prices and profits? Equity demands that they do not profit from the suffering they imposed on the American people by withholding natural gas until they got the price they wanted. A 100 percent windfall profits tax would certainly insure equality of sacrifice.

—From AFL-CIO testimony before the House Ways & Means Committee on the Administration's tax proposals.

AFL-CIO News

Official Weekly Publication of the American Federation of Labor and Congress of Industrial Organizations

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'Can't Seem to Shake Them!'

Adult Education Growing:

College Costs a Major Factor In Students' Higher Age Level

By Gus Tyler

COLUMBIA UNIVERSITY is about to move massively in the direction of adult education, offering full-time and part-time classes and credits to people well above the traditional college age. In doing so, this prestigious institution of learning is confirming a well-defined trend in higher education.

Men and women above the age of 24 are very likely to make up a majority of the students on college campuses within the next 10 years. That is the conclusion of the American Association of State Colleges & Universities, based on a study they ran on the changing age level of students in our schools of higher learning.

The projection applies to full-time students. If part-time students were included, then the older age group would predominate higher education even earlier and in greater numbers.

The enrollment of younger students (18-19) has not increased at all between 1970 and 1974. The number has been frozen at about two and a half million. Indeed, in 1973, the number fell slightly.

In the same period, the number of full-time students aged 25 to 29 has risen from under one million to about one and a half million—about a 50 percent increase. The students aged 30 to 34 have risen from 410,000 to 720,000—almost a 75 percent increase.

Students aged 35 and older have also become an important factor on the college scene. Although available figures only cover the years from 1973 to 1974, they show a remarkable one-year jump from 787,000 to 1,025,000.

The findings do not come as a total surprise to me, in part because of a recent experience with adult education.

Since I was to teach a class for Long Island's Adelphi College this fall, I was interested in who and how many would turn out in response to an invitation to adults to sign up for this college level schooling, with some credits granted for life experience and further credits for solid serious work in the classroom.

The people who set up the meeting expected about 20. Attendance exceeded all expectation. Once the count reached 75, they stopped counting and busied themselves trying to handle the overflow. Just about all were in the above-25-year-old category. (My students ran from age 30 to 75.) What are the reasons for this "aging" of our college population?

The reason fewer young people enroll is only too painfully obvious. Schools are becoming prohibitively expensive, including the once tuition-free public colleges. The outlay hardly seems worthwhile in these times when PhD's are driving cabs to make a living.

Older students are drawn to higher education for a variety of reasons. First, there are those who have completed their undergraduate work and who are staying on for more study to back up the four-year investment they have already made.

Then there are those adults who want to get ready for a second career—either out of boredom or out of fear for their present position.

Finally, there is a more affluent body of adult men and women who want to make better use of their leisure time, either to make a living or to enjoy living. (In many cases, these adults can afford to go to school where younger people can not.)

And, as Dr. William J. McGill, Columbia's president, noted, schools push the adult education as a lucrative source of income for institutions that have been hard hit financially in recent years.

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Unmet Needs Of Handicapped

We add up all the advances made in behalf of handicapped people—advances in rehabilitation, in employment, in medical care, in acceptance on and off the job. And then we add up all the needs still unmet—high unemployment, underemployment, prejudice, lack of accessibility, lack of transportation, lack of training.

And finally we arrive at our own "bottom line." How does it look? It looks better than it used to, but not good enough.

—Carpenters President William Sidell at a labor-management conference on the handicapped, Palo Alto, Calif.

Legal Strategies Limited:

Burger Court's Rights Retreat Underscores Role of Politics

By Bayard Rustin

THE ERA THAT BEGAN with the 1954 Brown decision, which declared segregated schools unconstitutional, has ended. No longer can the civil rights movement count on favorable decisions from the Supreme Court. Transformed by the appointments made by Richard Nixon, the court, under Chief Justice Warren Burger, has established a new trend that breaks sharply with its earlier course when it led the nation in fighting racial discrimination.

For some time the court has been handing down rulings that some experts believe would have made it difficult, if not impossible, to win many of the landmark civil rights cases of the 1950s and 1960s. Though the rulings have often been procedural or technical and have even come in some cases which had nothing to do with racial or sexual discrimination, their implications are deeply disturbing to civil rights activists.

What the court has done is three-fold. First, it has made it harder to bring suits on behalf of a class composed of all others in a similar situation—a technique that is frequently necessary to remedy civil rights violations. Second, those who get into court may find that they don't have a legitimate claim of discrimination. The Burger court has given a narrow interpretation to federal civil rights laws and the Constitution's guarantees of equal protection. Finally, the court is now stressing the need for proof that there was an actual discriminatory "intent" or "purpose" as opposed to clear proof of discriminatory "impact."

In January, the Court applied the "intent" ruling to a case challenging exclusionary suburban zoning. The court said that it was not inherently unconstitutional to refuse to change zoning regulations whose real effect is to block racially integrated housing. According to the court's reasoning, for such discrimination to be unconstitutional, there would have to be proof of intention to discriminate.

Regardless of the motives in this particular case, there can be no doubt that many suburbs have deliberately manipulated zoning regulations to keep blacks out. They have now been encouraged to believe that it is safe to continue discriminatory zoning because it will be difficult, if not impossible, to prove an intention to discriminate. The court decision has created additional barriers for those who are working to achieve racially integrated housing patterns.

As the zoning decision indicates, it is becoming increasingly improbable that new and significant civil rights victories can be won in the courts. Indeed, where court decisions make a difference to racial progress they are more likely to have a negative impact. The great judicial and leigslative victories of the 1950s and 1960s will not be overturned, but new court decisions are likely to protect existing patterns of inequality and privilege.

THE QUESTION is no longer whether litigation or political action offers the best avenue to progress for black Americans. Rather it is how the black community and others committed to a just society will react to a new and troubling situation. Will defeats or lack of progress in the legal sphere lead to political defeatism, apathy, and despair? Or will a clear political strategy, as sophisticated as the legal strategies that won the great victories in the courts, be able to bring renewed vitality to the civil rights movement?

The adverse turn taken by the Supreme Court does not mean that racial progress must come to an end. For a long time, the important victories of the civil rights movement have not been dependent upon judicial decisions. The civil rights legislation of the sixties was a political victory, as was the economic progress that resulted from the Great Society programs.

Although the legal protection of rights remains essential, the most important needs of blacks today cannot be won in the courts. No court decision can guarantee full employment, rebuild the cities, or establish effective job training for unemployed youth. The retreat of the Supreme Court from civil rights activism emphasizes more than ever the necessity of politics if we are to reach our goals.

In Economic, Fuel Squeeze:

Increased Federal Support Pressed to Ease School Crisis

THE NATION'S SCHOOL system, often an early victim of economic downturn, is caught in the worst squeeze since the 1930s, President Albert Shanker of the American Federation of Teachers declared.

This winter's school closings forced by the natural gas shortage are only the latest of a series of setbacks, Shanker said, noting that the closings were unavoidable because gas was the only fuel the heating systems could use. He said that even before the severe weather hit this winter, skyrocketing fuel costs were the "single biggest money problem" for schools, and have "eaten up more of the taxpayer's increased tax dollar" than any other item.

Questioned by reporters on the network radio interview Labor News Conference, Shanker scored the low priority given to education, citing "cutbacks in higher education and the elimination of library services and guidance and counselling services." He said that as a result, "the educational gains made in the Kennedy and Johnson administrations have been completely wiped out" in many parts of the country.

Shanker said that the near-term solution to the crisis in education "is jobs, and involves at least a two-part program on the part of the federal government." He called for direct job-creation in public works and other construction and public service areas that would put the unemployed back to work and help restore the tax base that has been severely eroded during the long period of high unemployment throughout the workforce. The effort, he said should be coupled with direct help from the federal government to the schools, with emphasis on full implementation of Title I of the Elementary & Secondary Education Act.

That program, which concentrates on poor and disadvantaged children, "has never reached more than half of the children that it is supposed to reach," he said. Putting Title I into full operation, he said, "would add $1 billion to education and restore many of the cuts that have been made."

Shanker said that the 150,000 teachers currently unemployed could be put to work as earners and taxpayers in that program. He said that while the declining birth rate does produce fewer children to be taught, that doesn't mean that those teachers are surplus.

He said it is extremely wasteful to have unemployed teachers collecting jobless benefits when they could be helping the many children still packed into over-sized classes.

Many of these children are not learning because of the crowded conditions and they will undoubtedly drop out of school still being functionally illiterate, Shanker said. As a result, many of them would be carried on society's welfare roles for the rest of their lives, he warned.

"If we were to really educate children in this country—not on the basis of luxury, but on a common sense basis—you wouldn't be cramming 30 to 35 youngsters in a classroom," he observed.

"We should bring some of those unemployed teachers into the schools, give some of these students instruction on an individual basis—at least to the point where they can read, write and count."

It is wrong to assume that the nation "was doing a good job" in education "during the 1950s and 1960s" when there was a shortage of teachers —"no one claims" that we were, he declared.

Reporters questioning Shanker were Ann McFeatters of the Scripps-Howard Newspapers and Robert Cooney of Press Associates, Inc.

By Press Associates, Inc.

IS THERE REALLY a natural gas "crisis?" It's a crisis, certainly, for the more than three million unemployed workers in the eastern states whose plants have been shut down.

It's not much of a crisis—so far—for homeowners. It's an inconvenience, like the gasoline shortage during the Arab oil boycott. But, despite the discomfort, one will not "freeze" at 65 degrees—or 60 or even less.

Experts agree that the nation is rapidly using up its natural gas reserves and must go to Alaska and out into the oceans to get more.

What about right now? Did the gas producers just get tired of hollering for deregulation of interstate prices and decide to hold back supplies? Yes and no.

Yes, some producers are confining gas sales to the producing states where interstate federal regulations do not apply. Thus the producers can charge whatever the intrastate market will bear. But, no, it isn't that simple.

For years, since the end of World War II, the big gas firms have been over-promoting sales of natural gas to industry. It may seem the height of folly to shivering easterners, but natural gas is being burned up under industrial boilers in the Southwest and other gas-rich areas to produce other energy: electric power.

The reason they don't use oil—even foreign oil—or abundant coal, is that the gas companies, to capture these industrial markets, gave substantial discounts to their big consumers.

And big consumers don't care, in most cases, what kind of fuel they use. All they want to know is: what does it cost per million British Thermal Units (BTUs)?

Some industries, such as the fertilizer industry, have to use natural gas. But probably most big customers—such as General Motors and U.S. Steel—have energy plants that can be converted back and forth to use whatever is the most convenient fuel.

If the local gas company gave them a big discount in the summer time—when homeowners are not using gas—these industries burned natural gas under boilers and for other industrial uses.

That's only good management. And there's no national energy policy that tells the industries or the gas companies that gas must be conserved for its highest use: home heating. So the gas companies dump their gas supplies into industrial markets in the summer.

Sen. Howard Metzenbaum (D-Ohio), whose state has been the hardest hit by the gas "crisis," wants Interior Sec. Cecil Andrus to investigate whether the natural gas producers have deliberately withheld supplies. The senator said Andrus could then cancel, or threaten to cancel, federal leases with companies that are not producing at full capacity. Metzenbaum figures one-fourth of U.S. natural gas supplies come from federal lands.

In the House, Representatives John E. Moss (D-Calif.), chairman of the subcommittee on oversights and investigations, and John D. Dingell (D-Mich.), chairman of the subcommittee on energy and power, warn that permanent deregulation would only result in "significantly higher prices and an unacceptable inflationary shock."

They say that deregulation will not speed up gas deliveries to end present maldistribution and could possibly encourage producers to hold back supplies in the hope of even higher prices.

Whatever is to be done, it seems clear the emergency legislation passed by the new Congress will not solve the long-term problem.

President Carter's energy assistant, James R. Schlesinger, observed: "The bill will not solve the shortage. It will permit minimum supplies to continue to flow to residences and to other essential services."

It will not put anyone back to work in states where factories have shut down. That's going to require a tough national energy policy by the Congress and enforcement by the Executive Branch.

AN EARLY VICTIM of the economic downturn, the nation's school system is caught in the worst squeeze since the Depression, Teachers President Albert Shanker, center, declared on Labor New Conference. He was questioned by Robert Cooney of Press Associates, Inc., and Ann McFeatters of the Scripps-Howard Newspapers. The AFL-CIO public affairs program is aired Tuesdays on Mutual radio.

Union Backs Ban on Chrome From Rhodesia

Steelworkers' jobs don't depend on imports of Rhodesian chrome and there is no reason to continue to break a United Nations embargo against Rhodesia, the union said.

USWA Legislative Director John J. Sheehan urged a Senate Foreign Relations subcommittee to reimpose a full ban on trade with the minority-controlled Rhodesian government. The embargo was weakened in 1971, when Congress made an exception for chrome ore imports on the argument that no other reliable source existed and specialty steel production would be threatened.

Sheehan noted that chrome ore imports from Rhodesia were reduced heavily last year because of the worsening situation in southern Africa and no ore has been imported since last March.

But supplies from other sources have been adequate, he said and no jobs have been lost or threatened.

Sheehan urged enactment of a bill that would both restore the embargo and also assure that the United States will not import from any other country steel products that contain Rhodesian chrome.

He urged quick action by Congress as "tangible evidence" to the African nations of a "renewed national commitment to human rights" at the start of a new Administration.

AMERICAN LABOR'S representatives at a 30-nation International Labor Organization conference dealing with construction industry problems were President Edward J. Carlough of the Sheet Metal Workers, left, and President Martin J. Ward of the Plumbers & Pipe Fitters.

Chavez Scores Delays Under California Law

Sacramento, Calif.—California's farm labor law is being frustrated because the state agency enforcing it hasn't acted quickly to certify union elections and decide unfair labor practice complaints, the United Farm Workers charged.

UFW President Cesar Chavez and a delegation of 150 farm workers brought their complaints directly to the Agricultural Labor Relations Board in a 90-minute meeting. The union cited elections held more than a year ago whose results have never been certified and unresolved complaints of unfair labor practices, including the firing of union supporters.

The UFW contends that the state board has been too lenient with delaying tactics by employers and too responsive to political pressure from an oversight committee of the legislature that the union considers grower-dominated.

Earlier, in a telegram to the board, Chavez said the intent of the law would be violated if the agency adopted a stringent interpretation that would deny economic strikers the right to vote in union representation elections after Feb. 28.

The original law specified that persons who were economic strikers when the law took effect could vote in any election held during the next 18 months.

Chavez pointed out that no elections were held and the law was unenforced for an eight-month period last year when funds were exhausted and the legislature delayed additional funding.

The "clear intent" of the law was to allow strikers to vote in the representation elections, Chavez stressed, and to deny them that right because of employer-instigated delays in holding elections would be to reward growers for their misconduct.

Senate Vote Wiping Out Post Office Committee

The AFL-CIO supported its postal and government employee affiliates in urging the Senate not to abolish the Post Office & Civil Service Committee, the only legislative forum for 2.8 million federal and postal workers. Labor's position was rejected when the Senate on Feb. 2 voted 55-42 to table, and thus kill, an amendment by Sen. Quentin N. Burdick (D-N.D.) to a committee reorganization bill.

FOR LABOR'S POSITION

Democrats 32

Albourezk (S.D.)	Hollings (S.C.)	Melcher (Mont.)
Allen (Ala.)	Humphrey (Minn.)	Morgan (N.C.)
Anderson (Minn.)	Jackson (Wash.)	Moynihan (N.Y.)
Burdick (N.D.)	Johnston (La.)	Nunn (Ga.)
Church (Ida.)	Kennedy (Mass.)	Randolph (W.Va.)
Clark (Iowa)	Magnuson (Wash.)	Riegle (Mich.)
Culver (Iowa)	Matsunaga (Hawaii)	Sarbanes (Md.)
Durkin (N.H.)	McClellan (Ark.)	Sasser (Tenn.)
Eastland (Miss.)	McGovern (S.D.)	Sparkman (Ala.)
Gravel (Alaska)	McIntyre (N.H.)	Talmadge (Ga.)
Haskell (Colo.)		Williams (N.J.)

Republicans 10

Brooke (Mass.)	Javits (N.Y.)	Schweiker (Pa.)
Case (N.J.)	Laxalt (Nev.)	Stevens (Ala.)
Domenici (N.M.)	Mathias (Md.)	Thurmond (S.C.)
Goldwater (Ariz.)		

AGAINST LABOR'S POSITION

Democrats 28

Bayh (Ind.)	Ford (Ky.)	Muskie (Me.)
Bentsen (Tex.)	Glenn (Ohio)	Nelson (Wis.)
Biden (Del.)	Hart (Mich.)	Pell (R.I.)
Bumpers (Ark.)	Hathaway (Me.)	Proxmire (Wis.)
Byrd, H. (Va.)	Huddleston (Ky.)	Ribicoff (Conn.)
Byrd, R. (W.Va.)	Inouye (Hawaii)	Stennis (Miss.)
Cannon (Nev.)	Leahy (Vt.)	Stevenson (Ill.)
Chiles (Fla.)	Metcalf (Mont.)	Stone (Fla.)
Cranston (Calif.)	Metzenbaum (Ohio)	Zorinsky (Neb.)
Eagleton (Mo.)		

Republicans 27

Baker (Tenn.)	Hatch (Utah)	Percy (Ill.)
Bellmon (Okla.)	Hatfield (Ore.)	Roth (Del.)
Chafee (R.I.)	Hayakawa (Calif.)	Schmitt (N.M.)
Curtis (Neb.)	Heinz (Pa.)	Scott (Va.)
Danford (Mo.)	Helms (N.C.)	Stafford (Vt.)
Dole (Kan.)	Lugar (Ind.)	Tower (Tex.)
Garn (Utah)	McClure (Ida.)	Wallop (Wyo.)
Griffin (Mich.)	Packwood (Ore.)	Weicker (Conn.)
Hansen (Wyo.)	Pearson (Kan.)	Young (Tex.)

Announced Against: DeConcini (D-Ariz.)
Absent and not announced: Bartlett (R-Okla.), Long (D-La.)

SONGS OF WOODY GUTHRIE, the folksinger and onetime organizer of migrant workers, were recalled by President Cesar Chavez, left, of the Farm Workers and Director Alan Kistler of the AFL-CIO Dept. of Organization & Field Services at a showing of a film based on Guthrie's life. The showing of the new film, "Bound for Glory," was sponsored by a number of AFL-CIO union officials in Washington as a benefit for the UFW.

ILO Construction Panel:

Guidelines Drafted On Industry Stability

Geneva—A 30-nation conference held by the International Labor Organization called for determined efforts by governments and industry to provide greater stability of employment and earnings to construction workers.

The nine-day session of the ILO's Building, Civil Engineering & Public Works Committee established policy guidelines for levelling out the boom-bust cycles of the construction industry and overcoming the seasonal factors that also oblige workers to lay down their tools and pull in their belts.

"We were able to reach some good conclusions," Edward Carlough, president of the Sheet Metal Workers, said of the unanimous recommendations drafted by union, employer and government delegates.

Carlough and Martin Ward, president of the Plumbers & Pipe Fitters, formed the AFL-CIO team at the session. Both were placed by their fellow worker delegates on the key steering committee that programmed the session's work.

Speaking at the closing meeting as the worker-designated vice chairman of the conference, Carlough praised the "attitudes of fairness and accommodation" shown by the government and employer representatives in their effort to reach with the workers a "common purpose for the industry."

An agreement was won by the workers to call on the ILO Governing Body to start in motion the procedures for an international pact to upgrade working and related conditions in the construction industry.

Such pacts, whether in the form of treaty-like conventions or formal recommendations that the ILO's 132 member states must attempt to implement, establish the minimum international job and social standards that workers and their families should enjoy.

These pacts "get the implementation machinery moving," Carlough stressed. "Otherwise recommendations made by industrial committees such as ours can remain meaningless because governments do not act."

Carlough worked with a committee set up to study ways to stabilize employment and earnings, while Ward drew an assignment with a second group that focussed on the construction industry's need to provide proper training for workers and management.

There is much to be done in training for middle management jobs, Ward said in an interview. He stressed that "incompetence in this area creates uneconomic job conditions."

In its conclusions, the committee said that a major training objective is to provide a foundation on which the worker "can build a career in the construction industry and adapt himself with a minimum of difficulty to future technological changes."

Initial training for entering the industry should be followed up by programs aimed at "progressively preparing workers for promotion up to supervisors and managers," the panel said.

A major contribution to greater stability in the construction industry, the committee found, would be for national and other public authorities to draft programs for their construction projects on both medium and long-term bases. Every effort should be made to "maintain a basically even flow of public construction work on the basis of the established and published programs," it urged.

The committee stressed that it is now technologically possible to have "continuous year-round employment in most operations in the building industry." By helping workers to develop high levels of skills to enhance their versatility "adjustments to cyclical, seasonal and structural changes can more readily be made," it said.

San Francisco Teachers Win Citywide Vote

San Francisco—The American Federation of Teachers won its second major representation election in California in about a week, defeating an affiliate of the National Education Association for the right to become exclusive bargaining agent for San Francisco teachers and other professional employees.

AFT Local 61, the San Francisco Federation of Teachers, received 2,469 votes to 1,871 for the Classroom Teachers Association. Forty-eight votes were for no union.

About 5,000 city teachers and educational professionals are in the bargaining unit. In a congratulatory telegram to the AFT local, Teachers President Albert Shanker described the San Francisco Federation of Teachers as "a model of teacher unionism in the West" and predicted it would "succeed in hammering out a fine contract."

Both the AFT and NEA affiliates viewed the election as the most important California contest between the two national teacher organizations since the state's new bargaining law for school employees took effect last year. A week or so earlier, an AFT affiliate won the right to represent Los Angeles's 31,517 teachers but the organization—United Teachers of Los Angeles—is a merged unit affiliated also with NEA.

James Ballard, president of Local 61 and an AFT vice president, hailed the San Francisco victory as "proof that when teachers are given a clear choice, they choose the union."

Construction Pact Valid:

Job Referral Plan Upheld by NLRB

The National Labor Relations Board ruled that construction unions may lawfully maintain and enforce a contractual hiring-hall provision that gives priority in job referrals and layoffs on the basis of a worker's length of service with employers covered by the agreement.

In its finding, the board upheld an NLRB administrative judge's 1976 decision regarding the validity of the seniority clause.

The board noted that establishment of an exclusive referral system between unions and employers was expressly permitted under Section 8(f)(4) of the National Labor Relations Act.

The NLRB decision was shaped by Chairman Betty S. Murphy and Members John H. Fanning and Peter D. Walther who thus dismissed unfair labor practice charges brought by individuals against Local 68 and 354 of the International Brotherhood of Electrical Workers and two electrical-contracting associations in Colorado and Utah. Member Howard Jenkins, Jr. dissented while Member John A. Penello did not participate.

Under their collective-bargaining agreements with the two associations, unions gave preference to applicants for referral who had worked one or two years in the last four years for signatory employers over other applicants without such work experience.

The cases involved the Interstate Electric Co. in Utah and the Howard Electric Co. of Denver. In the former case, an NLRB judge found that the seniority provision between the union and the firm did not discriminate between referral applicants on the basis of their membership or non-membership in the local union.

In the Interstate case, the board majority ruled that the union did not discriminate against workers, observing:

"As is clear . . . Section 8(f)(4) expressly exempts from the structures of the act and makes lawful an exclusive referral system under which priority in job referrals may be 'based on length of service with such employer.'" A key to the board's decision was interpretation of the word "employer."

It has long been recognized that "employer" includes all employers who have joined together and bargained with the union on a multi-employer unit basis. The board's decision put aside this limited reading of the term and interpreted "employer" as including any employer who, although not a member of the multi-employer association with which the union negotiated the agreement, has agreed to be bound by such agreement while performing work in the union's area of geographical jurisdiction.

In the Denver case, the board disagreed with its administrative law judge who earlier found IBEW Local 68 in violation of the NLRA by applying its length-of-service clause. The board cited the rationale in its Interstate decision:

"The record discloses that applicants . . . are referred to available jobs regardless of their membership or non-membership in respondent union," the board said.

Oral arguments were heard last July, with the IBEW and the AFL-CIO Building & Construction Trades Dept. filing friend-of-the court briefs.

LABOR-INDUSTRY EFFORTS to promote equal job opportunities for handicapped workers were explored at a western states conference in Palo Alto, Calif. Speakers at the conference included, from left, Dr. Henry Viscardi, chairman of the White House Conference on Handicapped Individuals; A. Dean Swift, president of Sears, Roebuck & Co.; William Sidell, president of the Carpenters, and Charles A. Anderson, president of Stanford Research Institute.

Progress for Handicapped Workers Not Good Enough, Sidell Declares

Palo Alto, Calif.—Although significant progress has been made in labor-management efforts to assure equality in the job market for handicapped workers, the "bottom line" is that it's still not good enough, Carpenters President William Sidell told a conference at Stanford Research Institute here.

The meeting, which brought together 200 representatives of unions and management, was the second of four regional sessions sponsored by the Industry-Labor Council of the White House Conference on Handicapped Individuals.

Sidell cited the advances made in behalf of handicapped people in overcoming high unemployment, underemployment, prejudice, lack of accessibility, lack of transportation and lack of training.

But he stressed that this progress is still "not good enough."

He suggested that there is a need to "help to break down some of the stereotypes that still stand in the way of acceptance of handicapped people. As an example, he said that some people believe that handicapped people could never work in the construction trades because they'd get hurt. But Sidell pointed out that there are many jobs in the construction industry that could be filled by handicapped individuals without any danger to their well-being.

He also noted that the stereotype of the handicapped worker as a person in a wheelchair ignores the fact that there are many kinds and limitless degrees of disabilities among handicapped individuals.

Following Sidell's keynote address, the meeting was divided into workshop sessions on recruitment of qualified handicapped individuals, accommodations to permit them to work, the effect on established benefit plans of the employment of greater numbers of handicapped persons, and affirmative action plans to employ and advance the handicapped.

A report reflecting the labor-industry consensus from the regional meetings will be presented to the White House Conference on Handicapped Individuals to be held in May.

Dr. Henry Viscari, Jr., chairman of the White House Conference, told participants at the Palo Alto meeting that "this conference seeks no special privilege for the retarded, mentally restored nor the physically handicapped. It does seek equality, fairness and mutual working together."

A. Dean Swift, president of Sears Roebuck & Co., who serves as co-vice chairman of the Industry Labor Council pointed out that of some 50 million disabled Americans, nearly 12 million between the ages of 16 and 64 have a partial or total work disability.

"The 1970 census reported that 59 percent of the general population was regularly employed while only 42 percent of the group which classified themselves as handicapped were regularly employed—a 17 percent disparity," he noted.

Urging the conference participants to join together in eliminating this disparity, Swift said:

"The disabled alone should not shoulder the burden of attempting to erase discriminatory practices."

Other participants included William Gilbert, AFL-CIO Region VI driector; Larry Smedley, assistant director of the AFL-CIO Dept. of Social Security, and Max Wolf, assistant regional director of the Ladies' Garment Workers.

AFL-CIO President George Meany and John R. Opel, president of the IBM Corp., are co-chairmen of the Industry-Labor Council. President Charles H. Pillard, of the International Brotherhood of Electrical Workers serves with Swift as co-vice chairman of the council.

Grain Millers' Solidarity Gains Clinton Corn Pact

Clinton, Iowa—Solidarity paid off for the workers at the Clinton Corn Processing Co., this city's largest industry.

They're working under a Grain Millers union contract again after five months of open shop conditions. Management had cancelled the union's dues checkoff when the previous contract ran out. But nearly all of the workers in the bargaining unit continued to pay their dues.

Management had made obvious preparations for a strike, including bringing in a non-union construction firm from the South and expanding the number of salaried employees outside the bargaining unit.

But when negotiations appeared hopelessly stalled, the production workers voted overwhelmingly to strike.

That vote, Grain Millers Vice President Lloyd J. Freilinger told the AFL-CIO News, "convinced the company we were for real."

The outcome was a new three-year contract, which the workers ratified by a decisive 585-53 margin.

It provides retroactive wages and cost-of-living increases, substantial improvements in pensions each year of the contract, higher life and health insurance benefits, a dental insurance plan for the first time, and annual wage improvements plus an uncapped cost-of-living provision.

Vacations were improved—to a maximum of six weeks—and shift differentials were raised in each year of the contract. An arbitration agreement was reached covering disciplinary action the company had taken during an unauthorized strike that had erupted when the old contract was still in force.

And, unmourned by the city's union members, most of the non-union construction workers brought into the plant have now departed.

Profits Survey Finds 19% Gain For Quarter

(Continued from Page 1)

29 percent increase in the fourth quarter.

The Journal said that fourth-quarter profits generally were dampened by a slower gain in overall economic activity. The 3 percent rise in real gross national product in the last three months of 1976 continued a steady downward trend that held throughout the year, it observed.

Farm equipment manufacturers posted the largest fourth-quarter increase, 182 percent. Next in the Journal's survey were the chain stores, up 31 percent. Automakers, utilities, and tool and machinery firms averaged gains of 28 percent. Petroleum firms and banks were up 25 percent, as were electrical equipment manufacturers.

Union Women Press Child Care Program

Philadelphia—The executive board of the Coalition of Labor Union Women renewed its call for a massive federal commitment to provide day care for the 6 million children of working mothers who need it.

The board at a three-day meeting here stressed that child care legislation should include the use of sponsors who are prepared to offer quality programs and that public and private non-profit programs meeting federal standards should be eligible for government funds.

Child care programs have suffered severe setbacks in the past several years because of vetoes by former Presidents Nixon and Ford and continued opposition of the past Republican Administrations.

The 69 representatives from 21 unions attending the board meeting also endorsed legislation to prohibit discrimination in fringe benefits resulting from disability due to pregnancy, childbirth and related conditions.

Until such legislation is enacted, the board urged women to work through their unions in pressing for the elimination of discriminatory clauses in negotiated agreements.

In other action, the board:

- Reaffirmed CLUW's support of the right to abortion, stressing its opposition to any anti-abortion constitutional amendments and other measures that would ban the use of Medicaid funds for abortions for working women and the poor.
- Endorsed the Clothing & Textile Workers' boycott of J. P. Stevens & Co. products, including sheets, pillow cases, carpets, table linens, hosiery, towels, blankets and other items. The coalition has agreed to cooperate with boycott coordinators around the country in collecting signed pledges from individuals as part of the anti-Stevens campaign.
- Adopted guidelines on apprenticeship and training research surveys in an effort to encourage unions to broaden opportunities for women.
- Called for an immediate increase in the federal minimum wage to $2.65 a hour and to $3 next Jan. 1. The current minimum wage is $2.30 an hour.

The board also heard a report from the coalition's ERA task force which is spearheading the CLUW drive for ratification of the Equal Rights Amendment. The report credited organized labor with playing a major role in pushing through ratification of the ERA in the Indiana legislature recently.

Fewer Committees:

Reorganization Plan Approved by Senate

The Senate approved a committee reorganization plan, paving the way for permanent assignment to committees—a task usually completed in the first week of a new Congress.

The drastic reduction of committees originally proposed by a panel headed by Sen. Adlai E. Stevenson (D-Ill.) was substantially modified before the Senate voted 89-1 approval. But it retained major provisions intended to cut down on the conflicting demands on a senator's time—and thus make the Senate more efficient.

No senator will be able to serve on more than two major committees, and on no more than three subcommittees on each of them. And no senator will be assigned to chair more than one subcommittee of each of his committees.

The effect will be to reduce the number of subcommittees substantially, since the new rules will not leave enough senators able to serve on those that currently exist. The average senator now serves on 18 committees and subcommitees. At the same time, the limit on chairmanships means that most junior senators will receive assignments as subcommittee chairmen—a prerogative previously of their more senior colleagues.

The reorganization gave the Interior Committee both a new name and important increased jurisdiction. It will be called the Committee on Energy & Natural Resources. It will encompass regulation of natural gas and oil production which previously was in the Commerce Committee. It will take on the oversight of peaceful uses of atomic energy previously in the Joint Committee on Atomic Energy, and it gains authority over hydroelectric power from the Public Works Committee.

Some committees are completely abolished, including the Post Office & Civil Service Committee which postal and government worker unions and the AFL-CIO had sought to save. Others include Aeronautical & Space Sciences, District of Columbia, Joint Committee on Atomic Energy and several minor units.

The Select Committee on Nutrition & Human Needs, originally scheduled for immediate abolition, was given a compromise one-year extension. That was agreed to after the Senate rejected a two-year extension sought by its chairman, Sen. George McGovern (D-S.D.) who argued the need to complete pending staff studies.

After the year is up, the committee will be folded into the Senate Agriculture Committee—one of a number of jurisdiction shifts.

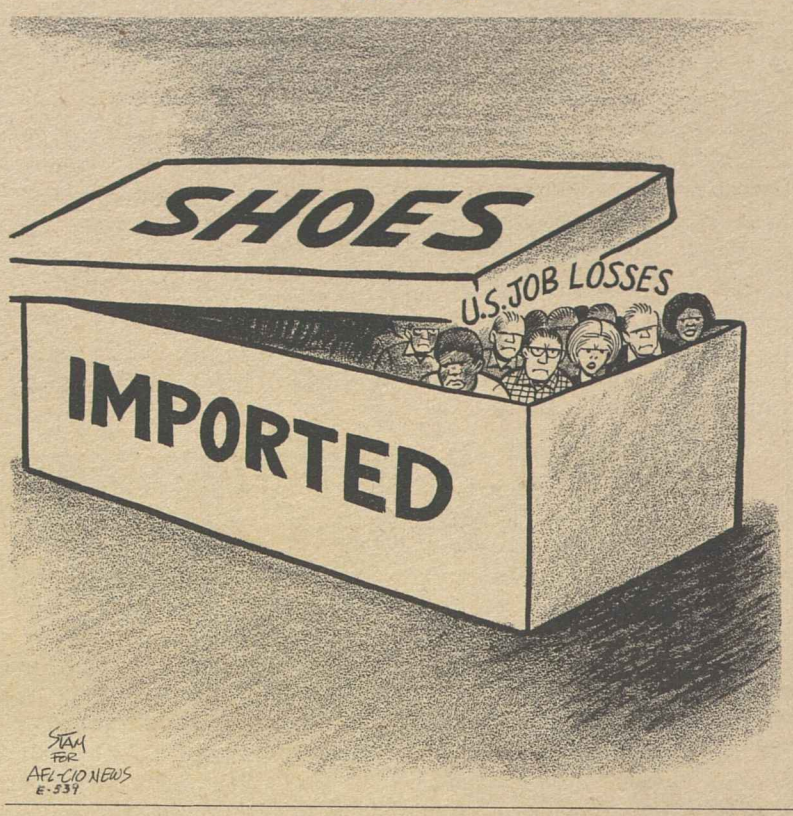
The work of the Post Office & Civil Service Committee and the District of Columbia Committee are shifted to the Government Affairs Committee, previously known as Government Operations.

The Senate's Labor & Public Welfare Committee becomes the Committee on Human Resources, but its jurisdiction is largely unchanged. It will continue to deal with education, welfare and labor-related issues.

Most other name changes are easily identifiable; thus the Public Works Committee is now the Committee on Environment & Public Works.

The lone vote against the reorganization was cast by Sen. Quentin N. Burdick (D-N.D.) as a final protest against the abolition of the separate Post Office & Civil Service Committee.

Boxed In



Barkan Spells Out Case For Easier Registration

It is time to enact a universal voter-registration law, Al Barkan, director of the AFL-CIO Committee on Political Education, declared in a recent Newsweek magazine column.

Debunking the myth of voter apathy, Barkan says that Americans will vote if it is made easier for them. He lays the responsibility of registering voters squarely with the federal government.

"Any eligible citizen should be entitled to enter the voting booth on Election Day, his or her registration having been duly handled, without aggravation or inconvenience, by the government," Barkan asserts in the magazine's Jan. 24 issue.

As an interim step to universal registration, Barkan observes, the trade-union movement has supported enactment of registration-by-mail laws which 16 states have adopted in the past two years.

"But the labor movement seeks a quantum leap beyond registration by mail," he notes. "We look at Canada and other nations where the government says to the citizen, 'Don't worry about registration, we'll handle that—all you have to do is show up at the polls and vote Election Day.'

"We look at the fact that citizens in these nations do show up Election Day in percentages far higher than our own. We think this is exactly how it should, and would, work here."

The Nov. 2 presidential election drew a record number, if not percentage, of voters to the polls, Barkan observes. Over 80 million persons voted, about 80 percent of those who were registered to vote. Millions more would have turned out, Barkan says, if they had been able simply to get in line and make their choice known.

Strong evidence exists to support his belief, Barkan says. In Wisconsin, a recently enacted state law permits voters to forget about registration entirely and simply show a driver's license or other proof of age and residence to be allowed to vote. Voter participation in the state last November was 10 points above the national average of 54.4 percent.

In Minnesota, under a similar state law, the voting performance Nov. 2 was more than 20 points above the national average and the highest in the nation.

Tax Sought On Windfall Fuel Profits

(Continued from Page 1)

of helping the little guy," he said.

Labor heartily endorses President Carter's call for equality of sacrifice to meet this winter's crisis, Biemiller testified.

"Our members have lost their jobs by the hundreds of thousands," he said. "Their children are being deprived of education because schools are closed. Their homes are cold. . . . Their sacrifice is very real."

He contrasted that with natural gas companies that have increased prices and profits. "Equity demands that they do not profit from the suffering they imposed on the American people by withholding natural gas until they got the price they wanted," Biemiller insisted.

"A 100 percent windfall profits tax would certainly insure equality of sacrifice."

Oswald stressed that "there is no economic justification for giving business a new tax windfall—either in the form of a wage subsidy or an increase in the investment tax credit."

It won't put anyone to work, he told the committee. Further, "corporate profits have fully recovered from the recession" and business is paying a smaller share of the tax burden than in the past because of all the "incentives" given in recent years.

Oswald noted that the AFL-CIO supported a tax cut two years ago as part of an emergency program to keep the recession from becoming a full-scale depression. But during that period, he pointed out, there was little choice. The Ford Administration was opposed to direct job-creation programs and efforts by Congress in this direction "were continually hamstrung by vetoes."

Interior Dept. Sets Investigation Into 'Shortages' of Natural Gas

(Continued from Page 1)

would simply permit producers to reap higher earnings from supplies they have deliberately withheld from the market.

Whether natural gas shortages are real or contrived is a question consumer and public-interest groups have sought an answer to for the past eight years. Cecil Andrus, the new Secretary of Interior, said his department has asked the U.S. Geological Survey to increase its efforts to determine how much oil and gas reserves the nation actually has, rather than rely on figures supplied by oil companies as in the past.

A Newsweek article quotes James F. Flug, director of the Energy Action Committee, on gas decontrol in testimony before a House subcommittee recently: "The oil and gas companies have no interest in dealing with the current emergency. The more people who are cold and out of work and out of school, the easier it is to stampede the nation into a deregulation frenzy."

Natural gas is perhaps America's most important fuel, heating 40 million homes and fueling 40 percent of the nation's industries. The gas is drawn mainly from wells in Louisiana, Texas, and Oklahoma, as well as from offshore rigs.

Until 1954, the wellhead price of natural gas was free of control. That year, the Supreme Court ordered the FPC to set the wellhead price of gas sold to interstate pipelines. The commission has kept the price as low as 52 cents per 1,000 cubic feet. As a result, speculation that producers have withheld gas from interstate commerce while making it more available for the unregulated intrastate market has been rife.

According to the Journal, the proportion of new reserves dedicated to the interstate market has fallen drastically. In 1975, the latest year for which statistics are available, only 13 percent of reserves were earmarked for interstate transmission. If interstate gas were fully decontrolled, prices could be expected to rise quickly to about $2 to $2.50 a thousand cubic feet, about the level of intrastate prices, the Journal noted.

Domestic production of natural gas peaked in 1972 at 22.8 trillion cubic feet and is not expected to climb back to that level until 1990. Meanwhile, the fuel sits there, untapped, in huge reservoirs. The U.S. Geological Survey estimates that total undiscovered natural gas resources in the nation are between 322 and 655 trillion cubic feet.

House, Senate Panels Boost Job Funding

(Continued from Page 1)

vide for additional direct spending for jobs."

Apart from public works, the House Budget Committee proposed spending levels higher than the Administration request in these major areas:

- An additional $200 million would be given to cities and states to compensate for recession revenue losses—a total of $800 million in added money.
- The public service jobs program would be geared to expand from the present 310,000 level to 720,000 by fiscal 1978. This year's funding would remain at the 600,000 jobs goal of the Administration, but the added second-year authorization would help states and communities plan ahead.
- For an assortment of youth programs, including expanded Job Corps training, and for older American programs, the Budget Committee proposed a ceiling that is $700 million over the President's proposals.
- It also added $300 million for waste-treatment facilities and $400 milion for repairs to rail beds.

Altogether, the committee would provide for an additional $3.5 billion in outlays as compared with the Administration's $1.8 billion estimate, and budget authority to obligate $14.7 billion additional as contrasted with the $5 billion Administration stimulus.

McBride Claims Victory In Steelworkers' Contest

Lloyd McBride has been elected to succeed I. W. Abel as president of the Steelworkers, according to unofficial but nearly complete returns.

McBride's claim of a "decisive victory" in the referendum balloting held in more than 5,000 locals in the United States and Canada was backed by independent newspaper tallies. McBride put his victory margin over Edward Sadlowski at over 75,000 "by the most conservative estimate." The total number of votes cast was expected to be close to 550,000. McBride is the USWA St. Louis district director; Sadlowski is director of the Chicago-based district.

McBride and his successful running mates for the union's top offices will be installed June 1, for four-year terms. He called on all USWA members "to close ranks behind our union's negotiating team, led by President I. W. Abel," in the basic steel bargaining that is about to begin.

Correspondence about address corrections should be sent with attached mailing label to: AFL-CIO Subscriptions, Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

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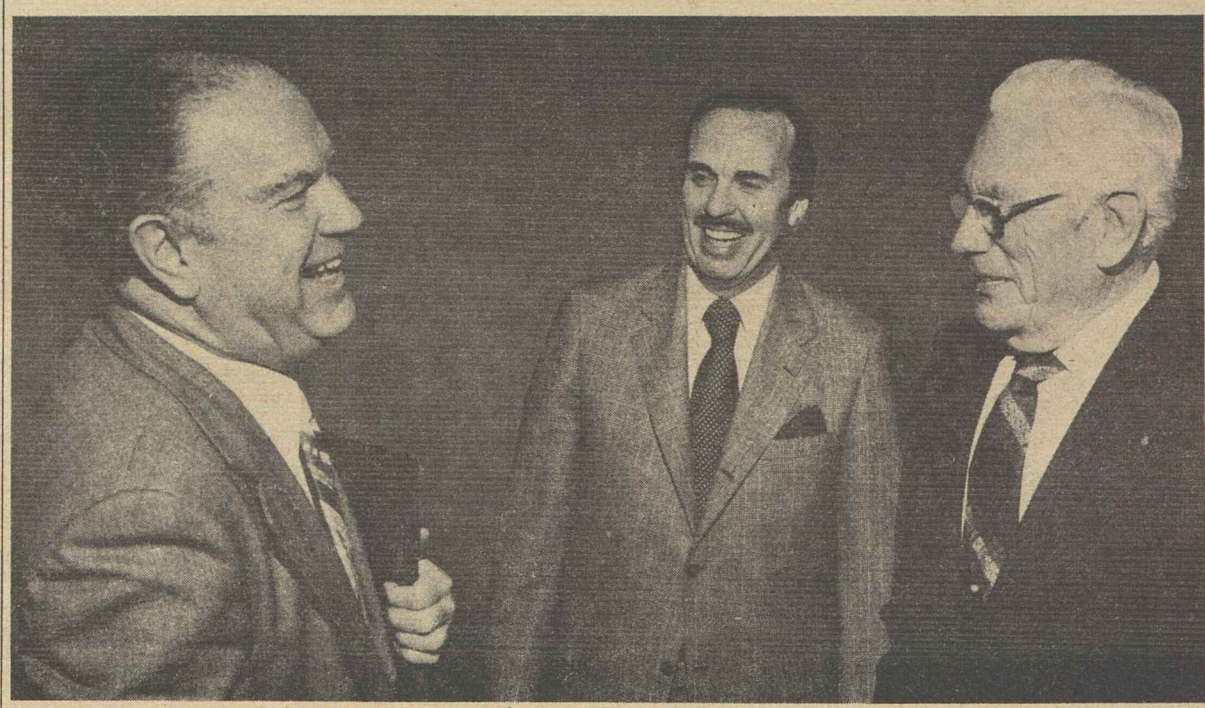
Crafts Launch New Drive For Site Picketing Rights



STEELWORKERS PRESIDENT I. W. Abel, right, joins USWA District Director Lloyd McBride, left, and U.S. Steel Vice President J. Bruce Johnson for a discussion before negotiations on a new three-year contract with the steel industry began in Washington. On the basis of unofficial returns in the recent USWA election, McBride will become the union's president when Abel retires June 1.

Meany Asks Shoe Import Crackdown

By John R. Oravec

The AFL-CIO has urged President Carter to impose effective controls on job-destroying shoe imports, which have already taken over nearly half of the U.S. market and threaten the survival of the American shoe industry.

Federation President George Meany pointed out in a letter to Carter that twice in less than a year the U.S. International Trade Commission found unanimously that foreign imports are causing serious injury to U.S. shoe producers and workers.

Instead of recommending direct quotas on imports that shoe unions had called for, Meany noted that the majority of the ITC's six-member panel proposed a tariff rate quota system.

Quotas on imports, Meany said, "would be the most effective and least expensive remedy for workers, employers, consumers and taxpayers."

Under the five-year ITC proposal submitted to Carter on Feb. 8, 265.6 million pairs of non-rubber shoes could be imported every year at the current low duty rate that averages about 10 percent. Imports above that quota would have a tariff of 40 percent for three years, but the rate would drop to 30 percent in the fourth year and to 20 percent in the fifth. The quota would die after five years.

Meany told Carter that the ITC's tariff rate quota plan would have no substantial effect unless the tariff rate is raised by 50 percentage points, no exceptions on imports are permitted and the tariff level is held for at least five years.

"Anything less amounts to slow, but certain death of the industry and a substantial loss of jobs," Meany warned.

Tracing the serious impact of foreign-made shoes on American producers and workers, Meany noted that shoe imports have risen from 21 percent of the U.S. market in 1968 to about 50 percent this year.

During that nine-year period alone, Meany pointed out that about 70,000 jobs in the U.S. shoe industry have been lost. The more than 100 plant shutdowns and resultant layoffs have affected hundreds of communities throughout the country, he said.

"These job losses also affect jobs of workers in supplying industries and local government workers, since the tax base of the commu-

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Negotiations Open:

Job Security Heads Steel Contract Goals

Job security, better wages and improved fringe benefits headed the bargaining agenda for the Steelworkers as the union opened 1977 negotiations for a new contract with the basic steel industry.

Topping the union's list of goals is what it calls a "lifetime security program" that would guarantee a steelworker a job and a level annual pay irrespective of circumstances outside his control, such as recession-induced layoffs.

USWA President I. W. Abel, who heads the union's negotiating team, told a joint news conference that the lifetime security concept means "a job for life at a decent, respectable income for life." Abel is due to retire June 1 and his apparent successor is District Director Lloyd McBride of St. Louis, who defeated District Director Edward Sadlowski of Chicago for the presidency on the basis of unofficial results in the USWA's recent elections. **(Story, Page 7.)**

The steel talks, covering more than half a million USWA members at some 200 steel companies, began initially with the 10 largest producers, which employ nearly 340,000 workers. The union's Basic Steel Industry Conference presented its bargaining agenda to the companies at a meeting in Washington, D.C.

The talks are being conducted under the Experimental Negotiating Agreement (ENA) that bans an industrywide strike, providing instead for arbitration of unresolved national issues. First used in the 1974 negotiations, ENA guarantees minimum wage increases, continuation of the union's cost-of-living escalator clause, and past practices such as the union shop and check-off provisions. The parties reached full agreement in the 1974 negotiations without resorting to the arbitration step.

While ENA rules out a strike over national issues, it permits strikes at the local level over local issues. Both sides found ENA so successful three years ago, they

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Jobless Rates Post Increase In 33 States

The unemployment rate increased in 33 states during December, with 16 states equaling or rising above the unadjusted national rate of 7.4 percent for the month, the Bureau of Labor Statistics reported.

It was the second month in a row in which two-thirds of the states reported increases, BLS said. Meanwhile, the Federal Energy Administration said that while joblessness due to the energy crisis is easing, 10 states still had significant unemployment problems due to gas shortages.

In its report on state and metropolitan area joblessness, BLS said that unemployment continues to be most severe in the heavily industrialized Northeast, the Pacific states, Michigan, and Florida. Alaska reported the nation's highest

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Hearings Slated On House Bill

Bal Harbour, Fla.—Leaders of building trades unions hailed the introduction of a new construction site picketing bill and opened a drive for its enactment this year.

Its sponsor is Rep. Frank Thompson, Jr. (D-N.J.), whose House Labor-Management Relations subcommittee has scheduled hearings for the first week in March.

One witness for the bill will be Labor Sec. Ray Marshall. He told a news conference here that he will testify for site picketing legislation because it will "equalize the bargaining situation for construction workers" by giving them trade union rights comparable to those of other groups of workers.

Earlier, addressing a labor-management conference in Washington, Marshall expressed the hope that Congress will pass a common site picketing bill "in a hurry."

Marshall noted that every President since Harry Truman and every Secretary of Labor in the same period had expressed support for construction site picketing legislation. The need for the legislation stems from a 1951 Supreme Court decision based on the assumption—a wrong one, in the view of many familiar with the construction industry—that subcontractors and contractors working on the same job are arms-length enterprises rather than partners on a common project.

Robert A. Georgine, president of the Building & Construction Trades Dept., expressed the hope that the news media and commentators will take the trouble to find out for themselves what the issues are and what the Thompson bill provides instead of accepting uncritically the

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Consumer Parley Puts Focus on Fuel Crisis

By James M. Shevis

The national debate over the energy crisis that put hundreds of thousands of Americans out of work this winter dominated the annual conference of the Consumer Federation of America, with top Carter Administration spokesmen warning that mandatory measures may be necessary if voluntary efforts to reduce energy consumption fail.

Without being specific, White House energy chief James R. Schlesinger told delegates to CFA's Consumer Assembly '77 that the government might have to adopt "mandated" measures to enforce fuel conservation.

Schlesinger, who warned that the world has only a 30-year supply of natural gas and oil left, said that Americans are living on "borrowed time" after a century of wasteful use of the fuels.

Schlesinger, the key speaker at the three-day meeting, stressed that conservation will be the cornerstone of the Administration's comprehensive energy policy to be unveiled by Apr. 20. In his address to the 500 representatives of consumer groups from across the country, Schlesinger hinted that the government's program may involve some kind of price regulation.

(Continued on Page 7)

Marshall Backs Rights Of Public Employees

By David L. Perlman

Collective bargaining in the public sector is "as essential as in the private sector," Labor Sec. Ray Marshall said. And while the Administration is still "examining proposals" for legislation, there is "no question" in his mind that federal, state and local workers should all have collective bargaining rights.

Marshall's remarks were made to a Washington conference on public sector labor relations that featured both labor and management participants, including the presidents of three AFL-CIO unions.

The Secretary of Labor made clear that he doesn't consider any group of American workers to be second-class citizens in terms of the right to union organization and collective bargaining.

Farm workers were originally excluded from the National Labor Relations Act "for purely political reasons," Marshall noted. But he sees "no legitimate reason" to continue to exclude

(Continued on Page 3)

New Alliance Spurs Energy Conservation

A bipartisan group of national leaders has formed an Alliance to Save Energy and enlisted prominent Americans from diverse fields in a campaign for energy conservation and independence.

AFL-CIO President George Meany is one of three union leaders serving on the policy-setting board of directors. Also on the board are Communications Workers President Glenn E. Watts and Auto Workers President Leonard Woodcock. In addition, Air Line Pilots President John J. O'Donnell is an advisory board member.

The Alliance chairman is Sen. Charles H. Percy (R-Ill.) and Sen. Hubert H. Humphrey (D-Minn.) is co-chairman. The bipartisan makeup is continued with the two honorary chairmen, former President Gerald R. Ford and Vice President Walter F. Mondale.

A joint statement by Percy and Humphrey stressed that the energy saved through conservation is an enormous untapped resource "that can reduce our dependence on expensive foreign oil and dwindling domestic energy supplies."

Energy savings through strict conservation practices and "investments in more efficient buildings, transportation facilities, industrial processes and electrical generation" could save $70 billion in energy costs by 1985, they declared.

2 Unionists on Panel For Fire Training

Fire Fighters Sec.-Treas. Frank A. Palumbo has been appointed to the Advisory Committee on Fire Training & Education for the National Academy for Fire Prevention & Control.

Also named to the committee was Charles E. George of the union's Louisiana state affiliate, the Professional Fire Fighters Association.

SUPPORT FOR LABOR in its fight against a proposed "right-to-work" law in Idaho was pledged by Gov. John Evans, right, at a bean-and-barbecue dinner sponsored by the State AFL-CIO.

Jobless Rates Higher Among Less-Educated

It still holds true that the more education a worker has the better are his chances of finding and keeping a job, the Labor Dept. affirms.

A special Labor Dept. study correlating workers' educational attainment with labor force participation concludes that those who have not completed high school are more likely to be unemployed or to drop out of the labor force altogether than workers who have finished a secondary education.

In March 1976, workers with one to three years of high school education had a jobless rate of 13.5 percent, the government study showed. Those who had completed high school but had received no further formal schooling had an 8.2 percent jobless rate, while workers with one to three years of college training had a 6.3 percent rate and college graduates a 2.8 percent rate.

Interestingly, workers with no high school training at all had a jobless rate of 9.8 percent, about 3.5 points lower than workers with one to three years of high school. Explaining this apparent anomaly, the Labor Dept. said that workers with no high school background tended to be older and to have more seniority and work experience.

The rate of labor force participation of workers with just an elementary school education, however, was only 38 percent. While the low participation rate partially reflects the large number of older, retired workers in this group, it also reflects a higher level of discouragement among less educated workers, the Labor Dept. said.

Even among male workers in the prime labor force age group of 25 to 54, those with only an elementary school education have participation rates in the mid-80s, compared with 95 percent for the college-educated.

The labor force participation rate for the nation as a whole in March 1976 was 60.8 percent. Workers with one to three years of high school had a 52.1 percent participation rate, those with high school diplomas 67 percent, and college graduates 79.3 percent.

The government noted, however, that unemployment stemming from lack of education may be on the way out as an important economic phenomenon, since the educational level of the American workforce is steadily rising.

The median education level of the labor force in March 1976 was 12.6 years, up from 12.2 years a decade earlier. Also, about 75 percent of the labor force had high school diplomas in March 1976 while about one-third had completed at least one year of college.

CORRECTION

The Sen. Hart listed in a rollcall in the Feb. 12 issue of the AFL- CIO News as having voted against labor's position on the issue of retaining the Senate Post Office & Civil Service Committee was Sen. Gary W. Hart of Colorado. He was inadvertently identified in the rollcall as from Michigan, which was the home state of the late Sen. Philip A. Hart.

NLRB Ruling Reversed On Hospital Picketing

A federal appellate court ruled that construction disputes are not covered by a law that requires unions to give 10 days notice before striking or picketing a health care facility.

The notice requirement was added to the National Labor Relations Act at the same time that employees of non-profit health facilities were brought under the labor law's protection.

In the case that reached the U.S. Court of Appeals for the Seventh Circuit, the National Labor Relations Board took the position that any picketing on the hospital grounds was covered by the notice requirement, even if it was not aimed at the hospital and did not interfere with the hospital's ability to provide health care services to patients.

A three-judge panel of the appellate court held unanimously that this interpretation was wrong and refused enforcement of the NLRB's order against a local of the International Brotherhood of Electrical Workers at Marshfield, Wis.

The union had picketed the electrical contractor hired by the hospital and carried picket signs that read: "Our only dispute is with the substandard wage, substandard benefits paid to employees of Thomas Electric," the contractor involved.

Such picketing was clearly legal even before Congress amended the law to cover all hospital workers, and the appellate court concluded that the only congressional intent in restricting picketing was to avoid sudden disruption of health services to patients.

Chief Judge Thomas E. Fairchild, who wrote the decision, said he found no indication in the committee reports or the House and Senate debates on the bill of any desire to regulate union activity by nonhealth care employees already covered by the National Labor Relations Act.

Nothing the law changed, he noted, created any increased danger of disruption of health care services by persons who are not employees of the hospitals or nursing homes.

While a 10-day notice requirement may not be "an oppressive burden" on a union, he added, "we are also aware that any regulation imposed on a union's ability to strike or picket deprives workers of important rights."

Congress didn't intend to deprive these workers of rights, the court found, and the NLRB was wrong in holding otherwise.

In a footnote, the appellate court said that the case before it did not require consideration of whether employees engaged in work "necessary to the present operation of a health care institution, but not directly employed by that institution, should be considered health care employees" who therefore would be covered by the picketing restriction.

In Conservative Legislature:

Idaho Unions Battle New R-T-W Move

Boise, Idaho—Organized labor is rallying support to block legislation that would outlaw the union shop in Idaho as "right-to-work" forces seek to capitalize on a conservative swing in the state legislature.

Unions have succeeded in keeping one "right-to-work" bill bottled up in the State Affairs Committee of the House for more than a month in the current session of the legislature.

And Gov. John Evans, the former lieutenant governor who assumed office after former Gov. Cecil Andrus became Secretary of Interior, pledged his continued opposition to the anti-union measure at a State AFL-CIO rally here.

"You can rest assured I'm with you all the way," Evans told Idaho's trade unionists. Evans, a long-time foe of "right-to-work" measures, cast a deciding vote against an earlier attempt to outlaw the union shop while serving in the legislature in 1957.

Several attempts during the 1950s and 1960s to enact the anti-union measures were rebuffed in the state legislature.

State AFL-CIO President Robert W. Macfarlane led a large delegation of union members at public hearings to register labor's protest against the proposed legislation.

More than 1,500 trade unionists from all parts of the state came to Boise in buses and car pools to bolster the state labor federation's fight against the bill.

Many of the out-of-town union members brought along bed rolls and were put up overnight at the Boise Labor Temple. Others were invited to sleep at homes of fellow union members in the Boise area.

While labor succeeded in blocking House Bill 67 from being reported out of committee, another "right-to-work" measure—H.B. 118—was sent to the House floor. That bill provides for a voter referendum next Nov. 8 on banning the union shop through an amendment to the state constitution.

The state AFL-CIO is contesting the constitutionality of H.B. 118 on the ground that voter initiatives can be placed on the ballot only through the petition process.

Organized labor has received the support of the state's leading newspaper, the Idaho Statesman, in the battle against "right-to-work" legislation.

In a lead editorial on Feb. 10, the Statesman termed the anti-union legislation "a thinly disguised effort on behalf of a cheap labor climate in this state," stressing that it would benefit neither employers nor workers.

"The issue was brought into Idaho by the National Right to Work Committee," the editorial noted. "The campaign is being orchestrated by imported public relations specialists. It is not a spontaneous movement of Idaho workers."

The Statesman said that the proposed law would be of no benefit in attracting new industry to state, but would hold down wages of the state's citizens.

"The legislature should reject the right-to-work bill and move on to other business," it stressed. "Idaho does not need such a law to help keep pay low. Right-to-work would be a backward step in a state that has enjoyed reasonably good labor relations."

Price Rise Continues At Wholesale Level

Wholesale prices rose again in January, portending future increases in the cost of living.

The government's wholesale price index went up five-tenths of 1 percent, about the monthly average for fourth-quarter 1976, the Bureau of Labor Statistics reported.

BLS was quick to note, however, that the January increase in wholesale prices does not reflect the full price impact of the severe winter weather that affected much of the nation.

Prices for most commodities surveyed in the January report were those in effect as of Jan. 11, BLS said. Fuel and power prices since then have meant higher costs for both consumers and industrial users.

Prices of industrial items moved up somewhat more than in December, while farm products increased less, BLS said. Prices for processed foods and feeds moved down slightly after increasing in the previous two months.

The cost of farm products moved up 1.1 percent last month as grain prices rose for the first time since June and vegetable prices moved up after falling in both November and December. The January increase was down sharply from a 2.6 percent jump in December.

The rise in industrial commodity prices was led by an increase of nine-tenths of 1 percent in both the metal products and the machinery and equipment groups—the most heavily weighted categories in the industrial commodities component of the index.

Fired Stevens Worker Wins Back Wages

Greenville, S.C.—A former employee of J. P. Stevens & Co. was awarded $3,711 in back pay here after a National Labor Relations Board administrative law judge found he had been illegally fired by the giant textile firm.

James F. Eddleman, whom Stevens let go at its White Horse plant here last June for his union activities, won the award under terms of an agreement reached Feb. 8. Charges of unfair labor practices against Stevens over the incident were filed by the Clothing & Textile Workers union.

NLRB Judge Ralph Winkler also directed Stevens to refrain from further unfair labor activities of this nature and to end its interference in its employees' rights to join or form labor organizations.

The ruling was the latest in a string of decisions against Stevens, viewed by ACTWU and the AFL-CIO as the nation's number one labor law violator.

In Public Sector:

Marshall Stresses Bargaining Rights

(Continued from Page 1)

them, and "no insurmountable obstacles" to giving them bargaining rights, either under NLRB jurisdiction or through a separate mechanism.

The practical problems of collective bargaining, especially in the local and state segments of the public sector, were explored in the two-day program that balanced union and management speakers. It was sponsored jointly by the American Arbitration Association's Dept. of Education & Training and the Labor-Management Relations Service of the U.S. Conference of Mayors.

Union speakers acknowledged that the financial crunch on cities has made collective bargaining's job more difficult, but they rejected the view that unions should therefore slink away from the bargaining table because the coffer is empty.

Both President Jerry Wurf of the State, County & Municipal Employees and President Albert Shanker of the Teachers lashed out at city governments that try to make scapegoats of their employees instead of looking for solutions.

And Fire Fighters President William H. McClennan said that his union has found that a lot of cities with no insurmountable financial problems "are making believe they are as broke as Mayor Beame" of New York when they get to the bargaining table. And their officials "get angry when we don't accept their word at face value."

McClennan, who is also head of the AFL-CIO Public Employee Dept., said that in many communities and a number of states the big problem is "getting to the bargaining table" in the first place.

He spoke scathingly of the situation in Virginia, where the state's Supreme Court finds public sector bargaining illegal because it is not specifically authorized by legislation, and where the governor promptly warns that he will veto any collective bargaining bill that the legislature might pass.

And to go even beyond that "Catch 22" situation, McClennan noted, the federal Hatch Act and comparable state laws severely restrict public workers and their unions from working politically to bring about change.

Shanker, who addressed a luncheon session, said the public sector is in financial trouble because the private sector of the economy is in trouble. When construction is down and unemployment is up, he said, the public sector feels the squeeze. But if unemployment can be brought down, "all these pressures on the public sector are reduced."

The lesson that teachers and other public workers are learning, Shanker said, is that "we must get involved in private sector policies to protect our own interests."

Both he and Wurf, who addressed a dinner session, cited federal assumption of welfare costs as an overdue reform that would relieve a costly burden on cities.

Full federal financing of welfare would have wiped out New York City's $1 billion budget deficit, they noted.

Wurf, in his prepared remarks, charged that "with a few notable exceptions" public officials "looked for scapegoats" instead of talking about solutions. "You would have thought that every street sweeper and social worker and health inspector in New York City drove around in a chauffeur-driven limousine."

Instead, he suggested, the New York crisis could have been used to educate the American people about the special problems of urban centers—problems like a steadily eroding tax base due to the flight of middle and upper income citizens to the suburbs, problems like the loss of 510,000 jobs . . . and the increasing need for services from an urban population that is more and more made up of the very old and the very young, the poor and the underprivileged."

McClennan spoke also of the scapegoating of public workers, and of a "scurrilous" attack on public employee unions by the National Right to Work Committee "and its front organization, the so-called Americans Against Union Control of Government."

He read from a solicitation letter signed by Sen. Jesse A. Helms (R-N.C.) seeking contributions to help "stop the union bosses from terrorizing our communities and seizing control of our local government."

Such "ridiculous" attacks "are poisoning the atmosphere in hundreds of communities," he warned.

A START has been made in public sector bargaining, but much more needs to be done, Fire Fighters President William H. McClennan told a labor-management conference in Washington. Others on the panel, seated from left, are Paul Salmon, director of the Association of School Administrators; Paul Quirk, president of Local 509 of the Service Employees and secretary of the Massachusetts Alliance of Public Employees; Herb Abshire, president-elect of the National Public Employer Labor Relations Association, and moderator Kenneth Moffett of the Federal Mediation & Conciliation Service.

Study Finds Need for New Agency To Plan for Nation's Future Growth

Orderly economic development requires the establishment of an independent federal agency to oversee planning for the nation's future growth, a top-level governmental advisory committee suggested after a year-long study.

The Advisory Committee for National Growth Policy Processes examined a wide range of problems facing the country in an effort to set up guidelines for making "the system" work better.

Among its major recommendations, the advisory panel called for the creation of a National Growth & Development Commission as an independent agency in the Executive Branch.

The commission "should have a broad mandate to examine emerging issues of middle and long-range growth and development, and to suggest feasible alternatives for Congress, the President and the public," the advisory group said in its report, titled Forging America's Future.

The advisory committee, consisting of 19 noted Americans, met monthly throughout 1976 to review vital issues and to draft its report.

Organized labor was represented on the panel by Sec.-Treas. Jacob Clayman of the AFL-CIO Industrial Union Dept., President Charles H. Pillard of the International Brotherhood of Electrical Workers and President Leonard Woodcock of the Auto Workers.

Others on the panel came from business, universities, consumer groups, the professions and local, state and federal government.

In a preface to the report, Arnold A. Saltzman, chairman of the panel, said the committee found that federal policy-making suffers from two key deficiencies:

- A lack of coordinated policy, evidenced by the tendency of the nation to tackle problems piecemeal with frequently disappointing, or partly counterproductive results.
- A lack of foresight, that causes a reaction to problems after they become acute, instead of averting or easing them.

"If we are to cope successfully with the complex and interrelated problems of the late 20th Century," the panel said, "it is imperative that we both improve the capacity of government to look into the future—anticipating the problems, instead of merely reacting to them—and also the ability of government to think comprehensively when preparing policy choices."

America should not become a planned society, the report said, but national planning for the future is vital to head off crises.

In the long-run, intelligent planning will actually reduce burdensome governmental intervention in the private sector, the report said.

"Much governmental interference in the economy now consists of ad hoc reactions to situations which have become acute because they have been ignored until they become intolerable. With the benefit of foresight, the committee expects that any necessary government intervention will be more considered, more timely, less heavy-handed."

In assessing the relations of the United States with other countries and its position in international commerce, the report said that both the nation and the world have changed greatly since 1960, but that government has not kept pace.

"Trade expansion has increased our prosperity, but relatively less than that of nations with more integrated economic policy-making," it said, pointing out that America's growth rate was the lowest of any industrialized nation since 1960 except for Britain.

The report further noted that the United States has become more vulnerable to foreign economic pressures since 1960 because of the nation's increased dependence on imported raw materials.

The committee also outlined wide-ranging roles for Congress, the White House and governmental agencies in the planning process, stressing the need for "the greatest degree of public participation and to encourage multiple centers of data and policy analysis."

A key section of the report explored the need to set up a national planning structure for vital raw materials and commodities. It also proposed policy guidelines should the nation establish economic stockpiles to offset the dependence on foreign sources of supplies and vulnerability to cartel action.

School Administrators Mourn Walter Degnan

New York—Walter J. Degnan, founding president of the School Administrators, died Feb. 12 after he suffered an apparent heart attack at the union's headquarters here. He was 68.

Degnan headed the AFL-CIO School Administrators & Supervisors Organizing Committee for several years before it was chartered by the federation last year as the American Federation of School Administrators.

He was elected at the founding convention to a three-year term as the union's first president. The AFSA is composed of 54 locals and represents nearly 10,000 principals and school executives across the country.

In a message to his family, AFL-CIO President George Meany and Sec.-Treas. Lane Kirkland said that Degnan was "a true believer in America's public schools and a sound trade unionist. He proved time and again how vital organized teachers and school administrators were to achieving quality, integrated education."

Degnan served the New York City school system as a teacher and principal from 1930 until retiring in 1973. In the 1960s, he also was president of the High School Principals Association and later the Council of Supervisors & Administrators in the New York public school system.

The council, which eventually became Local 1 of AFSA, negotiated its first contract in 1969 covering the city's school administrators and executives.

A funeral mass was offered for Degnan at Immaculate Heart of Mary Church in Scarsdale on Feb. 15. Burial was in St. Raymond's Cemetery in the Bronx.

Religious Groups Back J. P. Stevens Campaign

New York—The Clothing & Textile Workers received the support of five major church groups here in pressing the union's drive to achieve economic justice for J. P. Stevens & Co. workers.

The church groups, working through the Interfaith Center on Corporate Responsibility, filed shareholder resolutions with the company demanding disclosure of information about minority-hiring practices at Stevens and about its labor policies and practices.

Stevens has resisted efforts by ACTWU and its predecessor union, the Textile Workers, to organize its workers since 1963. The goal of the resolutions is to "encourage public accountability of the corporation in the area of equal employment opportunity" and to "provide necessary data for the making of intelligent and informed investment decisions."

Filing the resolutions were the Board of Global Ministries of the United Methodist Church, the Catholic Foreign Mission Society of America, the Franciscan Missionaries of Mary, the Institute of Christian Doctrine, and the Franciscan Justice and Peace Office.

The groups are soliciting proxies in support of their resolution for consideration at Stevens's annual shareholders' meeting on Mar. 1 here. The largest number of shares is held by the Methodist panel.

In a separate action, the Board for Homeland Ministries of the United Church of Christ announced its support of the union's boycott against Stevens products.

Meanwhile, added support for the ACTWU boycott came from the National Coalition of American Nuns in Chicago. Attacking the company's record "of depriving American citizens of the benefits of the labor law," the nuns group declared:

"Until the church united rises up against recrimination for those who try to organize for fair wages and working conditions at J. P. Stevens, there will be no justice for these workers."

Stevens, the nation's second largest textile manufacturer, has been found guilty by the National Labor Relations Board and U.S. courts of flagrantly violating federal labor law in a long string of cases.

New Life for Site Picketing

SITUS PICKETING legislation has been introduced by Rep. Frank Thompson, Jr. (D-N.J.) to allow unions in the construction industry to peacefully picket all gates at a common construction site. It would allow them to publicize their disputes with any one or more of the contractors jointly engaged in construction at that site.

The bill would restore to the nation's 4.1-million building and construction tradesmen the same rights and privileges enjoyed by workers in all other industries.

The legislation would not permit strikes or picketing in breach of a collective bargaining contract. It would not permit strikes or picketing to keep employees off the job because of their sex, race, color, creed, or national origin. It would not permit strikes or picketing to keep unionized employees off the construction site when they come to install manufactured equipment.

All the legislation does is to give construction workers the right to advertise a legitimate grievance at a construction site, and nothing more. It is a right that every other organized worker in America has.

Other safeguards include a 10-day notice to all other unions and principal employers at the job site, and written authorization from the parent union prior to picketing.

The bill would decrease costs by eliminating the effects of lower productivity, work slowdowns and illegal strikes which now stem from the construction workers' lack of legal redress and resultant frustration. A legitimate means would become available to the worker to express his grievances.

UNIONS IN THE building and construction industry should have the right to publicize peacefully, by picketing, the fact that an employer subcontracts part of a job to a non-union subcontractor who might have won the bid because he is substandard, not only in wages but in safety and other considerations.

Presidents Truman, Eisenhower, Kennedy, Johnson, Nixon and Ford each had spoken in favor of efforts to end the inequitable dual standard for picketing by construction unions.

President Ford last year reneged on his word to former Sec. of Labor John Dunlop, and to the American public and vetoed the legislation he had advocated. The legislation Ford vetoed passed the House by a vote of 230-178, and the Senate by a vote of 52-43.

That veto marked an abject surrender by a President of the United States to the political pressures brought by the ultra-conservative wing of his party.

So Congress has to do its job again. The Thompson bill is needed to end a festering injustice—one that should have been remedied years ago.

Its passage will help restore also a stable collective-bargaining relationship in the construction industry, a relationship that has been slowly eroded by open shop employers intent on destruction of unions and union conditions.

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'Likewise, I'm Sure!'

Just Another Gimmick:

Thurmond's Electoral 'Reform' Worse Than Existing System

By Gus Tyler

EVERY TIME there is a move on to get rid of our antiquated system of picking the President through the Electoral College and to elect our Chief Executive by a direct election, someone comes along with a proposal that looks like a reasonable reform but is actually much worse than our present indefensible system. The "reform" is generally referred to as the "proportional system."

The idea in this gimmick is to divide up the Electoral College vote in each state on the basis of the "proportion" of the popular vote won by each candidate. For instance:

At present, if a candidate wins the popular vote in New York State by a margin of one vote out of several million cast, all 41 electoral votes of the state go to the winner. Under the "proportional system" the electoral votes would be split just about evenly between the two candidates.

This year, the "proportional system" is proposed by Sen. Strom Thurmond (R-S.C.) who won his fame in 1948 when he broke away from the national Democratic party to run for President on the States Rights ticket, popularly referred to as the Dixiecrats.

On the face of it, the proportional system seems eminently fair. But, in practice, it can produce results that totally distort the democratic results to pervert the will of the electorate. If the proportional system had been applied in the past, three presidential candidates who lost the election would have won.

In 1896, William Jennings Bryan would have been elected President although his Republican opponent, William McKinley, had a popular winning margin of more than 4 percent. In 1960, Richard Nixon would have been elected although John F. Kennedy would have been the front runner. In 1880, Democrat Winfield S. Hancock would have beaten James A. Garfield, although the former lost the popular vote.

The system turns out these nonrepresentative results because the electoral vote does not mirror the popular vote. Small states have an inflated strength in the Electoral College because, no matter how tiny the population, they get three electors for the state. (Alaska has one electoral vote for every 101,000 people while New York has one for every 445,000 people.)

In addition, voters in states with small voter turnouts have greater clout per voter than those in states with big turnouts. Thus the more than a million votes cast in 1976 in Oregon were worth only six electoral votes while the mere 769,000 cast in Mississippi were worth seven electoral votes.

The states that do best under the proportional system are those that are most lop-sided in their politics—the so-called "one-party" states.

If a small state with a low vote turnout is also lop-sided in its political preference, then this pigmy has more power than many a giant. Consider the case of the District of Columbia, for instance, in the 1976 election:

With a population of 756,510, the District cast only 171,818 votes in the presidential contest—a turnout of less than 25 percent of the citizenry. Yet, because the results were lop-sidedly Democratic in this small "state," the winner under the proportional scheme would have had an electoral vote margin of 1.919.

This one district, consequently, would have given Carter an edge large enough to wipe out Ford's victory in 12 other states with a total population of well over 20 million.

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The Two Ends Of the Pipeline

There is a gas crisis. There is a gas shortage at our end of the pipeline. But there is not a shortage at the other end of the pipe. There is plenty of gas out there. The question is: Why aren't consumers getting it?

The producers have had reason to believe, over the past few years, that deregulation was just around the corner . . . and have kept the gas in the ground awaiting higher prices. How do we get the gas out of the ground? Just make it clear that national deregulation is not around the corner. This will get trillions of cubic feet of natural gas out of the ground.

—James F. Flug, director and counsel, Energy Action Committee, at Consumer Assembly '77.

'A Lot of Holes':

Employer Tax Credit Proposal A Hollow Promise to Jobless

The following editorial appeared in the New York Times Feb. 13, 1977, titled "The Job Tax Credit's Hollow Promise."

THERE'S A BRIGHT new fashion in social engineering now pirouetting on the congressional runaway. It's called the job tax credit and its purpose is to enlist private industry in the effort to cut hard-core unemployment. Listen to the applause: Rep. Abner Mikva, the Illinois Democrat, argues that it will have a "more direct effect on high unemployment areas than other economic proposals now being considered." Sen. Richard Schweiker, the Pennsylvania Republican, compares it, gleamingly, with "unimaginative, worn-out" public job programs.

Why is everyone getting so carried away? Fashionable or not, the job tax credit seems to us to have a lot of holes in it.

Job tax credits would serve as incentives for business to hire more workers. For every eligible employee on the payroll, a firm would receive a tax credit equal to some portion of the employee's wages.

The Carter economic stimulus package contains one such job credit option. In lieu of extra investment tax credits firms could subtract from their tax bills 4 percent of their contribution to Social Security. That adds up to about $25 for an employee earning $10,000. But counting all workers, the Carter job tax credit would yield a tax break of only about a penny an hour. It would hardly provide much incentive to increase hiring. Messrs. Mikva and Schweiker have much more in mind.

They want to concentrate the impact by limiting the credit to new employees—perhaps only to disadvantaged job seekers—and raising the tax break to 10 or 20 percent of their wages. Given the blessing of Chairman Al Ullman, some version of the credit for new jobs is bound to be tacked onto the House Ways & Means Committee bill now in the works.

A basic appeal of the job tax credit is that, unlike public employment which might involve make-work, the beneficiaries are almost certain to be productive. If a company has no real use for extra workers, even a 20 percent credit against wages wouldn't induce added hiring.

Sen. Schweiker also sees it as an end run around the barriers raised by the minimum wage for the young or chronically unemployed. A credit on wages is, in essence, a wage subsidy. Hence a firm's actual cost in paying the $2.30 hourly minimum might be reduced substantially.

A close look at the job tax credit concept, however, reveals weaknesses that outweigh its strengths. If credits are to apply only to new workers, someone must certify eligibility and establish whether the workers are "new" or simply replacing others. That someone—the Internal Revenue Service—is technically up to the task, but the administrative cost would be considerable.

Beyond the management question are questions of fairness and efficiency. A credit restricted to new hiring would reward only companies that are expanding. Growing regions of the country would receive subsidy infusions denied to the most troubled regions. Is it in the public interest to reduce the taxes paid by, say, General Motors but not American Motors? Or to send money to Texas but not to Pennsylvania?

If the program were likely to put tens of thousands of the hard-core unemployed on private payrolls, these questions might, in conscience, be overlooked. But economic research provides no reason to be optimistic. On the contrary, creation of so many jobs for such potential workers requires industries to use workers instead of machines. Heavy industries, it appears, need powerful incentives to make this trade, in part because the requirements of modern technology are rigid and probably also because dealing with organized workers is troublesome.

THUS THE JOB TAX CREDIT is not likely to provide enough incentive to induce many industries to add workers to their assembly lines. The credit might work better in service industries, which pay low wages. But even among them, studies disclose no clear sensitivity to modest changes in labor costs.

Simple justice demands that the federal government take more responsibility for the hard-core unemployed, the victims of stagflation. But in our view, the job tax credit is not the way to do it.

Inflation Toll Cited:

Minimum Wage Improvements Pressed to Aid Working Poor

AN IMPROVED MINIMUM wage is the only hope for America's lowest-paid workers, whose income has lagged far behind the pace of inflation and the wage levels of most others in the workforce, AFL-CIO Research Director Rudy Oswald declared.

The current $2.30-an-hour federal minimum is now less than half the rate needed for the minimum standard of the Labor Dept.'s city worker's budget, Oswald stressed. He pointed out that those at the bottom of the wage scale get a raise only when the legal minimum is improved, and since Congress has not acted since 1974, a full-time, year-round federal minimum wage job pays less than the government's own poverty level.

Oswald renewed the call for immediate action to boost the minimum wage to $3 an hour and to index that wage to the average annual wage each year to assure that the wages of the lowest-paid workers don't continue to fall further and further behind.

Practically all unionized workers currently receive more than $3 an hour, so they would not be affected by increasing the minimum wage to that level, he said.

"Those workers who would be affected are those who have no bargaining power—those at the bottom of the wage scale—household domestics, in some cases, those who work in some laundries and restaurants, some really low-wage industries," Oswald said.

"Without a change in the minimum wage, they don't get wage increases. During the recent inflation, and at other times, they have not been able to keep pace with what's been happening in our economy. That's why we've asked for this change."

The AFL-CIO economist said on Labor News Conference that the federation is also seeking separate legislation to set the standard work week at 35 hours and the overtime rate at double time. He said the increased penalty for excess hours is needed to make the "deterrent effects of the overtime standards" really work.

Oswald rejected contentions that the updatings in the Fair Labor Standards Act sought by the AFL-CIO would trigger a new round of inflation, force employers to lay off workers or discourage the creation of new job opportunities in the private sector. He said that opponents, such as the U.S. Chamber of Commerce and employer associations, have raised those same claims every time Congress has moved to improve the minimum wage law since it was first adopted in 1938, but the record shows that none of those things ever happened as a result of minimum wage improvements.

Oswald said that the outlook for favorable action on minimum wage improvements is much better in the current Congress than it was in the last session, when it was "hampered by a President who cast more vetoes than any other President in recent history."

Reporters questioning Oswald on the AFL-CIO produced public affairs program were Lloyd Schwartz of the Fairchild Publications and Tom Joyce of Newsweek magazine. The program is aired Tuesdays on Mutual radio.

Labor Joins In:

Consumer Education Projects Expanding

By Sidney Margolius

IN A NUMBER OF STATES, labor officials are joining with schools, colleges and community organizations to help operate the most thorough nationwide effort yet to provide urgently needed consumer education for both school students and adults.

In the first year of this new national consumer education effort, the federal Office of Consumer's Education (OCE) has financed 66 diversified projects in various states, selected from 839 applications, for a total of $3 million. The OEC recently has been accepting applications for another $3 million worth of financing of grass roots projects, with the deadline Mar. 10. The government grants are used to supplement cash and other resources supplied by the community groups running the educational projects.

While somewhat over half the projects are being sponsored by traditional educational institutions such as schools and colleges, the OCE sees its effort as different from much of the traditional consumer education in schools. Such classes usually are related to homemaking, business education or industrial arts.

In this new concept, school students would get consumer education in a wide variety of subject areas, such as consumer math in a regular math course.

But just as important, the projects include consumer education for adults, and especially those with special needs or those trying to manage on relatively small incomes. The nonschool groups include senior citizens, handicapped people, industrial workers, and low income families.

They share common consumer problems, of course, such as high food costs, but have their own special problems. The classes, consumer information clinics and service activities in which these special groups are now engaged, are aimed at developing the knowledge needed to cope with their special problems.

Several of the projects seek to teach consumers their legal rights. One, operated by the Tampa, Fla., Legal Services, helps answer individual legal questions but also tries to educate the public through group discussions of rights and responsibilities.

Another project, in Flagstaff, Ariz., is concentrating on consumer legal education for low income people.

An interesting program sponsored by the New York City Community College, called "seniors teaching seniors," is training older people to be consumer educators. This is a job at which seniors can be very useful and effective with their long experience in surviving depressions and inflations.

Several projects are helping native Americans and Spanish-speaking groups solve urgent consumer problems. In the west, the Coalition of Indian Controlled School Boards is developing a consumer education program for reservation schools.

SEVERAL PROJECTS are aimed at helping handicapped consumers, such as the deaf. Also noteworthy are projects being developed to help people returning to society. The Southern Illinois University Dept. of Family Economics is planning consumer education for prison residents and parolees. The University of Alabama is sponsoring a project for prerelease mental patients.

A project under way in San Francisco, which is potentially useful for other communities, is concerned with health education. It aims especially to educate consumers against useless and sometimes even harmful quack medical products and services.

In general the projects have been designed so that the methods and materials they develop can be used in other communities and schools around the country. Thus, the $3 million authorized so far by Congress for each of the three years should have a very useful ripple effect.

As directly useful as the services flowing from these pilot projects may be to the individual groups, another value is what the country as a whole is going to learn about specific consumer information and service needs. The community groups and educators running these projects may learn as much from the people being educated as they will from the teachers.

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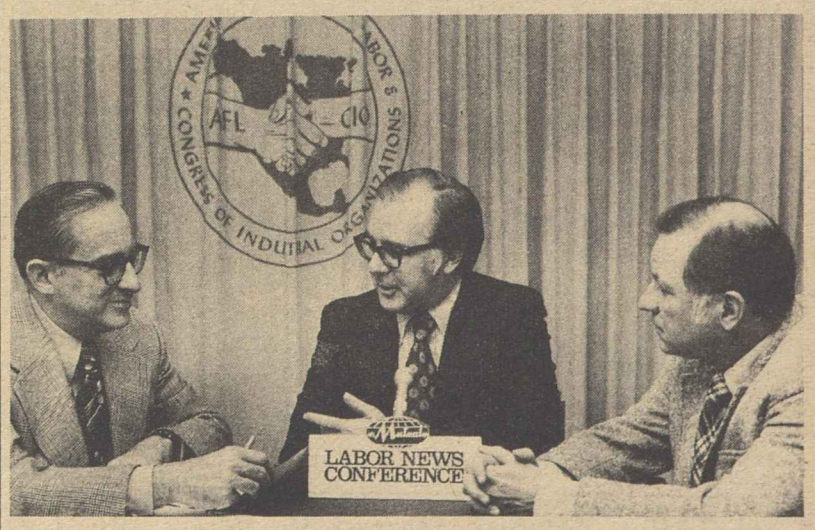


THE ONLY HOPE America's lowest-paid workers have for a raise is an improved minimum wage, Research Director Rudy Oswald, center, declared on Labor News Conference. Questioning him were Lloyd Schwartz, left, of the Fairchild Publications and Tom Joyce of Newsweek magazine.

WARM WELCOME from Labor Dept. employees marked President Carter's first visit to a government agency. In a brief talk, the President pledged there will be "no backing down" on enforcement of the Occupational Safety & Health Act.

Strikers Win $1 Million Back Pay From Anti-Union Garment Firm

San Francisco—Back pay and benefits, estimated to be worth more than $1 million, await some 85 employees who went on strike July 15, 1974, at the Great Chinese American Sewing Co.

The award by the National Labor Relations Board upholds in large part the decision of Administrative Law Judge David G. Heilbrun that the sewing company and its principal owner, Esprit De Corp, were guilty of numerous violations of federal labor law.

The board adopted the unique remedy of ordering the two firms to "make whole" all workers who were "discriminatorily terminated" when Esprit closed down the sewing company two days after the employees, members of the Ladies' Garment Workers, walked out on strike.

They are required, under the order, to pay each of the employees the equivalent of their usual wages "until such time as each secures, or did secure, substantially equivalent employment with other employers." If the sewing company is reopened, the employer is ordered to offer the workers reinstatement to their former jobs or substantially equivalent employment.

In addition to the back wages, Esprit will be required to pay 6 percent interest on the lost wages and any hospitalization costs incurred by the employees or their families during the period of unemployment, and to make up the employees' lost shares in the company's profit-sharing plan.

Heilbrun had recommended ordering the employers to reopen the closed sewing company, but the board rejected that remedy, calling it "unduly burdensome" and "unnecessary." The policies of federal law are served, it said, by its "full make-whole order covering the employees of the terminated plant."

ILGWU Attorney John L. Anderson has appealed that portion of the board order to the U.S. Circuit Court of Appeals in Washington, D.C.

The board found that Esprit's unfair labor practices had been "extensive and pervasive, preventing a free election," and ordered the company to bargain with the ILGWU at the union's request, including bargaining on the decision and effects of the plant closure on the employees.

The ILGWU had won the support of the employees in a whirlwind campaign in which one worker was fired. The employees were threatened with discharge for supporting the union and with having their paychecks withheld unless they surrendered the union authorization cards they had signed. The employer offered a pay raise in still another effort to persuade the employees to abandon the union and threatened that the plant would be closed unless they gave up the union.

When the employees sought out the union and decided to go on strike, the company shut down the sewing company plant. It transferred some of its operations to the Esprit plant. Many of its operations then, and a larger proportion now, have reportedly been transferred out of the United States to India and Taiwan.

The board fully sustained Heilbrun's finding that closing the sewing company was in retaliation for the employees' support for the union. Heilbrun found that Esprit owner Douglas Tompkins's explanation was "no more than faintly concealed resentment that the work force chose to strike after his personal appeal for solidarity."

Board Member John H. Fanning dissented from the conclusion of the other two panel members, Chairman Betty Southard Murphy and Peter D. Walther, to reject Heilbrun's recommended order to reopen the sewing company. Fanning argued that Esprit continues to perform the sewing company's operations but with domestic subcontractors. Esprit had indicated that, despite its losses, it was willing to continue the sewing company if only the employees desisted from their union activities, he said.

Workers' Buying Power In Major Cities of World

Purchasing power in major world cities, expressed in terms of number of hours a person must work to buy a market basket of typical goods and services, is reflected in the following table. The source is the Geneva-based banking chain, Union de Banques Suisses.

City	Hours Worked	City	Hours Worked
San Francisco	65-3/4	Caracas	132
Chicago	72-1/3	Milan	137-2/5
Los Angeles	73-3/4	Dublin	137-3/5
New York	76-3/4	Sao Paolo	145-1/3
Toronto	82-4/5	Paris	149
Montreal	85-1/2	Madrid	158
Geneva	89-3/4	Tokyo	162
Amsterdam	91-1/5	Rio de Janeiro	185
Zurich	91-3/4	Panama City	191
Sydney	93-1/5	Mexico City	202-1/3
Copenhagen	93-3/4	Athens	207-1/2
Luxemburg	95-4/5	Teheran	208-3/4
Dusseldorf	99-3/5	Hong Kong	217-3/5
Stockholm	103-3/5	Istanbul	239
Oslo	113-3/4	Singapore	264-3/4
Brussels	114-1/2	Tel Aviv	267-3/4
Helsinki	115-4/5	Lisbon	271
Vienna	118	Bogota	288
London	124-1/4	Manila	356-4/5
Johannesburg	126-1/2	Buenos Aires	482-1/4

Labor Backs Concept:

Federal Unit Urged For Policy Planning

The National Planning Association, a non-profit research and policy organization with strong labor representation, unveiled a new proposal for national planning aimed at improving the long-range decision-making of the federal government.

While the AFL-CIO members of NPA's board of trustees and its labor policy committee agreed in principle with the plan and endorsed the organization's statement, they differed in approach on certain technical matters.

The statement, for example, proposes a comprehensive strategic planning office in the Office of Management & Budget.

But the 24 union representatives who signed the statement observe in a footnote that the planning office should be attached to the Council of Economic Advisers, as proposed in the Humphrey - Hawkins Full Employment & Balanced Economic Growth bill. Auto Workers President Leonard Woodcock also agreed that OMB probably would not be the best home for planning activities.

"The planning office should not be tied to an operating agency," the AFL-CIO representatives assert. "Furthermore, the long-range planning function will get much more thorough and effective attention from the Joint Economic Committee than from the Senate and House Budget Committees which are necessarily involved in short-run budget problems."

The NPA statement proposes that the planning should be directed toward strengthening the market economy by such measures as "forward planning for the availability of manpower and use of resources, fostering high employment and economic growth without inflation, providing consistency and rationality in the government's rules and programs, and establishing policies to ensure effective competition."

The new planning office, as envisaged by NPA, would be charged with drawing together existing fragmented longer-range planning in federal departments and agencies and developing information and advice on alternative policies and their comparative efficiencies, costs and benefits. A similar office is proposed to serve Congress.

The AFL-CIO stressed its support for democratic planning but observed that the NPA statement "fails to emphasize sufficiently the need for broad-based democratic participation in the planning process." National planning must involve not only the Office of the President and Congress, but also state and local governments, private interests and organizations, and the general public, the federation declared.

Describing the planning system it proposes, the NPA said that planning studies might show, for example, that improving physical fitness would be one of the best ways to proceed toward the goal for better health.

"The means for achieving this are primarily private and voluntary, with government providing incentives such as recreation facilities and education," it noted.

NPA's proposed planning process would not "create a blueprint for the future" that would impose restrictions on policy-making and hamper the nation's ability to adapt to changing circumstances, the statement observed.

Instead, NPA said, the proposed national planning would increase social and economic productivity, increase the efficiency of the use of resources, increase economic growth, and help develop effective policies to eliminate or reduce recessions, inflation or "stagflation."

American Wage Value Highest, Survey Finds

Geneva—An international survey of the purchasing power of wages shows American cities on top.

The study by the Union de Banques Suisses, a banking chain headquartered here, reveals workers' pay goes farther in New York, San Francisco, Chicago, and Los Angeles than in 36 other major cities of the world.

The survey expresses average purchasing power of workers in a number of occupations in terms of the number of working hours it takes to earn enough to buy a typical "basket" of goods and services. The data were obtained last May and June.

Cities in communist countries were omitted because of the paucity of economic data forthcoming from their governments.

San Franciscans needed to work 65¾ hours to buy the goods and services upon which the survey was based. The number of hours of work needed to buy the same basket of items in Chicago was 72⅓. In Los Angeles, the number was 72¾ and in New York, 76¾.

By comparison, workers in Buenos Aires—at the bottom of the list—had to work 7 or 8 times longer than New Yorkers and San Franciscans to acquire the same goods and services.

Some 7,500 wage and price factors went into the study. Workers surveyed were bus drivers, auto mechanics, construction workers, machinists, textile workers, primary school teachers, production chiefs, bank cashiers, and secretaries. The basket of goods and services included foodstuffs, clothing, household goods, auto prices, rents, and public transport fares.

Larry Itliong Dies, Former UFW Official

Delano, Calif.—Larry Itliong, a retired vice president of the United Farm Workers and a battler for farm worker rights since the 1930s, died at Presbyterian Hospital in San Francisco on Feb. 8. He was 64.

Itliong began his trade union career as a farm labor organizer during the depression years, working on campaigns in Monroe, Wash., and Salinas, Calif. He also was involved in organizing cannery workers in Seattle.

In the 1960s, he served as an organizer with the AFL-CIO Agricultural Workers Organizing Committee, which later merged with the National Farm Workers to form the UFW. Itliong retired from the UFW in 1972.

In a message to his widow, Nellie, AFL-CIO President George Meany and Sec.-Treas. Lane Kirkland said that Itliong "was a sincere trade unionist whose devoted service to his fellow farm workers will be long remembered."

Conservation Needs Stressed:

Consumer Conference Puts Spotlight on Energy Crisis

(Continued from Page 1)

"The free market is not necessarily the ideal mechanism to make large adjustments over a short period of time," he said, pledging that the Carter Administration will protect consumers against fuel price adjustments that might significantly upset incomes.

Federal Energy Administrator John F. O'Leary, also addressing the assembly, warned that the current natural gas shortage may continue through October and could become even worse in winters to come.

O'Leary said the crisis may last that long because of the need to refill depleted storage supplies of natural gas in preparation for next winter. "And indeed," he declared, "next winter, and the next winter, and the next winter it's going to be worse."

Other high-level Administration officials, including Commerce Sec. Juanita M. Kreps and Transportation Sec. Brock Adams, discussed the critical nature of the energy situation in addresses to the delegates. And a special symposium explored "The Natural Gas Crisis: Fact, Fiction, and Political Alternatives."

Kreps said that new laws may be necessary if voluntary efforts fail to make furnaces, home appliances, and other devices use less energy.

Asked whether she would support legislation to require performance standards for energy-consuming devices similar to those planned for automobiles to reduce the amount of gasoline used, Kreps replied: "It may come to that. . . . We may very well have to mandate those standards."

During the panel discussion on the natural gas crisis, James F. Flug, director and counsel of Energy Action Committee, charged that producers are holding back on supplies until gas prices go up.

"People now are beginning to understand," said Flug. "It's a matter of economics. The gas producers get more money by selling to the intrastate market than the national market. Also, producers have had reason to believe, over the past few years, that deregulation was just around the corner."

Flug said that the producers are not content with a just and reasonable price. "They want more. They want all the traffic will bear," he said.

Disagreeing with most of what Flug said, President George H. Lawrence of the American Gas Association claimed there is a real shortage and that deregulation is needed to give producers an incentive to explore for more supplies. He said there has been a drop in exploration and drilling from 56,000 oil and gas wells in 1956 to 26,000 in 1972.

The three Cabinet officers who addressed the assembly — Kreps, Adams, and Agriculture Sec. Bob Bergland — assured delegates of a greater voice for consumers in the Carter Administration.

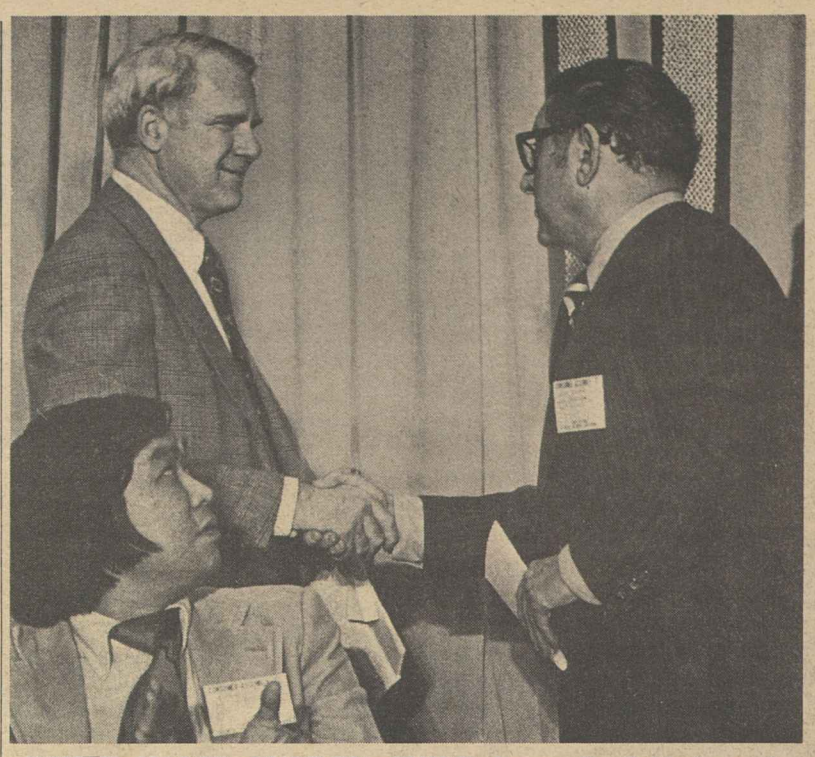
Adams said he will actively seek the help of the public—"the people who travel the roads, the airways, and the railways"—in developing a national transportation policy and in solving national transportation problems. He said he plans a series of "transportation town meetings" in nine cities, starting Feb. 23 in Boston, to get consumer input into departmental policy.

Bergland said he wants consumers "involved in the food policy decision-making process within the Department of Agriculture itself," rather than simply being advisers. One action he might take to make this possible, Bergland said, would be to add an assistant secretary for food, nutrition, and consumer affairs.

Kreps said she would like to see the Commerce Dept. actively pursuing policies that will benefit consumer groups, reviving the "strong tradition of participation in consumer matters that existed during the 1960s, when Commerce as a department played a major role in the development of the Fair Packaging and Labeling Act and the Motor Vehicle Safety Act."

Asked for her views on the establishment of an independent federal consumer protection agency, Kreps said she was "open" to the proposal, but with this caveat: "I would only hope that, if we go to a department of consumer protection, we combine that department's operations with some interdepartmental coordination" of consumer activities within all other federal agencies.

Among labor participants in this year's Consumer Assembly were Sec.-Treas. Jacob Clayman of the AFL-CIO Industrial Union Dept.; Evelyn Dubrow, legislative director of the Ladies' Garment Workers; Lois Felder, co-director of community relations for the Retail Clerks; Lou Gerber of the Communications Workers' legislative staff, and Arnold Mayer, legislative representative of the Meat Cutters.



WHITE HOUSE ENERGY CHIEF James R. Schlesinger is greeted by Sec.-Treas. Jacob Clayman of the AFL-CIO Industrial Union Dept. just before Schlesinger's address to Consumer Assembly, the annual conference of the Consumer Federation of America. Clayman is a CFA vice president. Looking on is Glenn Nishimura, director of Arkansas Consumer Research.

CLC Broadens Battle Against Wage Controls

Ottawa—The Canadian Labor Congress has launched a third phase of its campaign against wage controls amid growing indications that the federal government may lift them before the scheduled Dec. 31, 1978, expiration date.

The first phase of the CLC campaign was a "Why Me" advertising and public relations program, aimed at drawing public support for its stand that the anti-inflation program discriminated against wage earners and people on fixed incomes.

After that failed to persuade the federal government to drop the program, the CLC held a national day of protest last Oct. 14 when more than a million workers took the day off work to register their opposition.

Now, in the third phase, the CLC is asking the provincial governments not to renew the agreements under which they extended the controls to cover their own public employees. The agreements are due to expire Mar. 31 of this year.

"Ottawa seems unwilling to accept the fact that wage and price controls are crippling the economy," CLC President Joe Morris said in a Jan. 28 statement. "Perhaps the provinces are more willing to listen to reason."

Three days later, the CLC executive committee met with Prime Minister Pierre Trudeau and several members of his cabinet—the first such meeting since the national day of protest.

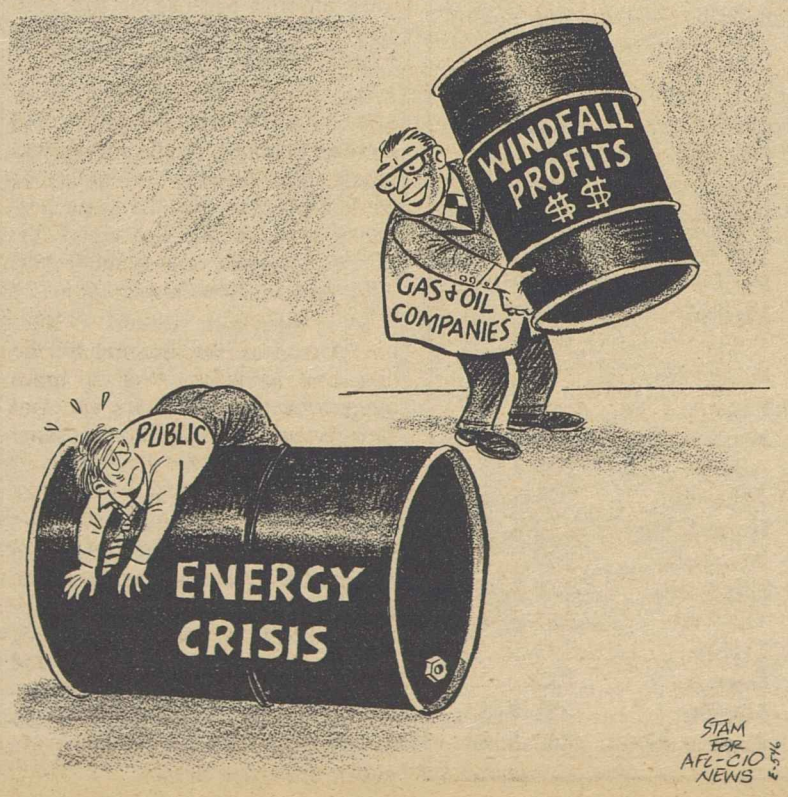
They discussed the state of the economy and the possibility of tripartite discussions among labor, government and business on phasing out the controls.

And while government spokesmen so far have set no new date for lifting controls, Finance Minister Donald Macdonald told a federal-provincial finance ministers' conference it could be "any time" after January 1978.

The CLC stand has already drawn support. Quebec's Parti-Quebecois government has announced its provincial anti-inflation board will be stripped of its enforcement powers. And Manitoba's labor-backed New Democratic Party government says it will renew the agreement only if the program is changed drastically to make it more equitable.

During the third phase of its campaign, the CLC and its affiliates are pointing out the hardships that have resulted from cutbacks in government spending on education, health and social services.

'One for You and One for Me!'



McBride Slate Sweeps Top Steelworker Posts

The slate headed by Lloyd McBride has won all five international offices in the Steelworkers election, according to an unofficial vote tally.

The count, announced by McBride campaign headquarters, was based on reports phoned in from 90 percent of the USWA's local unions. The official counting of the local union tallies was to begin Feb. 19 at Steelworkers headquarters in Pittsburgh. At the USWA's request, the tabulation will be done by the Dept. of Labor.

According to the McBride committee's count, he received 57.7 percent of the vote in the 4,772 locals counted. In numbers McBride polled 324,531 votes for president to 238,152 for Edward Sadlowski. His margin was 48,349 in the United States and 38,030 in Canadian locals.

McBride is director of the USWA's St. Louis district and Sadlowski is director of the Chicago district.

Running with McBride and reported as winners with pluralities ranging from 56.5 to 62 percent of the votes tallied were:

Lynn R. Williams of Toronto as secretary. He is a USWA district director, active in both the Canadian Labor Congress and the International Metalworkers' Federation. He is chairman of the IMF World Nickel Conference.

Frank S. McKee of Los Angeles as treasurer. He is a former open hearth worker at Bethlehem Steel who is both a district director and coordinator of the Nonferrous Industry Conference.

Joseph Odorcich of McKeesport, Pa., as vice president for administration. He is a former coal miner who is a USWA district director and head of the union's Coke Oven Conference.

Leon Lynch of Memphis, Tenn., as vice president for human affairs, the post he has held since last September when he was appointed by the Steelworkers executive board. He started as a member of an East Chicago, Ind., local and has been a member of the USWA field staff, based in Memphis. He is the first black to serve as an international officer of the union.

After official certification of their election, the new officers will be installed on June 1. The incumbent officers who are retiring at the conclusion of their terms are President I. W. Abel, Sec.-Treas. Walter J. Burke and Vice President John S. Johns.

New Contract Granted IUOE For Training

The Operating Engineers have been awarded a new 18-month Labor Dept. contract to train about 700 jobless and underemployed workers in 12 states.

Labor Sec. Ray Marshall said that under the $1.8 million contract renewal, IUOE will subcontract the training to local unions and joint apprenticeship councils.

Under the agreement, 200 trainees with limited or no skills will be indentured as newly registered apprentices. Special emphasis will be placed on minorities, veterans and women.

Another 60 experienced workers in the industry will be trained as heavy equipment mechanics and 435 with limited skills will be upgraded to qualify as operators of heavy construction equipment.

The 12 states covered by the agreement are Colorado, Connecticut, Florida, Illinois, Indiana, Massachusetts, Minnesota, Mississippi, New Jersey, Rhode Island, Tennessee and Virginia.

Under six earlier Labor Dept. contracts, the IUOE trained 4,724 workers. Of these, 1,204 were in apprenticeship entry programs and 3,520 were in upgrading programs.

Mine Safety Bill Introduced in House

Sen. Harrison A. Williams, Jr. (D-N.J.) and 25 co-sponsors introduced a bill that would impose strong new safety standards on all mining operations and shift mine safety enforcement from the Interior Dept. to the Labor Dept.

He said it would be given priority consideration by the Senate Human Resources Committee, which he heads. In the last Congress, a mine safety bill passed the House and was approved by the Senate committee. But the session ended before the full Senate took it up.

House Hearings Set:

New Drive Opens For Site Picketing

(Continued from Page 1)

descriptions given out by anti-union and right-wing groups.

The attacks on the bill, he said, have come largely from anti-union organizations that use scare tactics to raise funds. The situs picketing legislation, Georgine suggested, "has been a financial windfall for many of them."

It was conservative pressure that caused President Ford to break the promise he had publicly given that he would sign the bill after it was amended to meet his specifications.

Ford's reversal made inevitable the resignation of Secretary of Labor John T. Dunlop, who had a leading role in shaping the bill that was sent to the President and who said he testified for it at the President's direction.

Georgine stressed to reporters that the bill does not permit strikes for any illegal purpose. He said present restrictions on picketing force building trades unions to "stand by idly while they are being destroyed" through subcontracts given to non-union firms.

"All this legislation permits is the legal right for construction workers to advertise a legitimate grievance at a construction site," he said. "It is a right that every other organized worker in America has."

The bill Ford had vetoed included provisions dealing with collective bargaining procedures in the construction industry that the Administration contended would lessen the number of strikes.

Thompson told the House that his bill doesn't include that portion of the vetoed bill, noting that it had been added in the last Congress "as the price of support by the then Republican Administration, support which ultimately turned out to be illusory anyway."

But Thompson stressed that "there are numerous safeguards against abuse in the bill" and that the situations under which picketing is permitted are carefully confined to labor disputes at a single construction site for clearly lawful purposes.

The bill is so construed, he said, that picketing cannot extend beyond "the economic allies of the employer with whom they have a primary dispute."

He noted also that a local union planning to picket a job site must give a 10-day advance notice to all the contractors and local unions at the common construction site, and obtain the authorization of the national union with which the local is affiliated.

Marshall told reporters that his meeting at Bal Harbour with the BCTD executive council covered a number of areas in addition to common site picketing.

He said council members had a number of suggestions and comments on the occupational safety and health law and on pension regulations. Marshall said in both these areas he considers it important to enforce the laws without excess red tape or harassment.

LEADERS OF THE AFL-CIO Building & Construction Trades Dept. dealt with a broad range of legislative issues and met with Labor Sec. Ray Marshall at a meeting in Bal Harbour, Fla. Department President Robert A. Georgine presides at this session.

Tighter Curbs Proposed To Stem Shoe Imports

(Continued from Page 1)

nity has been destroyed," he observed.

It would be unrealistic to ignore the 265,000 jobs in American shoe production and related industries that are endangered by the flood of imports while Congress is being urged to adopt special programs to create needed jobs, he added.

"We urge you to regulate shoe imports as soon as possible with effective actions," Meany stressed.

Earlier, the United Shoe Workers and the Boot & Shoe Workers joined with industry representatives in telling Carter that the mild remedy recommended by the ITC was inconsistent with its finding of serious injury cause by imports.

In its report to the President, the ITC noted that shoe imports rose from 181.5 million pairs in 1968 to 307.5 million pairs in 1973. Although the annual import rate eased a bit in 1974 and 1975, a new surge of foreign-made shoes was recorded last year as imports for the first nine months of 1976 amounted to 289.8 million pairs.

The commission also reported that since its last investigation, shoe imports have increased by 80 million pairs. The ratio of imports to domestic production has risen from 28 percent in 1968 to 83 percent during the first nine months of 1976. This means that the number of imports almost equals the amount of U.S.-produced shoes in the American market.

Under the 1974 Trade Act, Carter will have until Apr. 8 to act on the ITC recommendations. If he rejects or modifies the recommendation, Congress can override the presidential decision.

Opponents of stronger import regulation have often used the argument that foreign countries would retaliate against U.S. products if America imposed stricter tariffs.

But Sen. William D. Hathaway (D-Me.) who represents a major shoe-producing state, noted recently that many countries that now export shoes to the United States currently forbid shoe imports into their own countries.

Korea and India—two countries that export shoes to the United States—have a total embargo on shoe imports, Hathaway pointed out. He also noted that Sweden, Australia, Japan and a number of European countries impose stringent quota restrictions on shoes.

"The United States already has the most liberal policy toward shoe imports," Hathaway said. "Other countries have been protecting theirs for years, and will continue to do so."

Correspondence about address corrections should be sent with attached mailing label to: AFL-CIO Subscriptions, Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

2-19-77

Job Security Key Goal in Steel Talks

(Continued from Page 1)

agreed to use it again this year. One of its main purposes is to avoid the threat of a national shutdown of the industry that would encourage its customers to stockpile steel, thus creating a "boom-and-bust" cycle.

Besides lifetime security, the union is seeking a "substantial" wage increase beyond the 3 percent raise guaranteed by ENA and an improved formula for calculating cost-of-living increases. Other bargaining goals include expanded insurance programs, increased pension benefits, a 32-hour workweek, and larger supplemental unemployment benefit payments.

The union reacted sharply to a report of the federal Council on Wage & Price Stability that cautioned against job security programs and implied that steelworkers were the nation's highest paid industrial workers.

Otis Brubaker, the union's research director, charged in a letter to the council last month that the CWPS report was "a crass and unwarranted attempt to interfere with our forthcoming negotiations."

Current agreements expire on Aug. 1 for USWA members employed in the 10 major companies: U.S. Steel, Bethlehem Steel, Republic Steel, National Steel, Jones & Laughlin Steel, Armco Steel, Inland Steel, Youngstown Sheet & Tube, Wheeling-Pittsburgh Steel and Allegheny Ludlum Industries. U.S. Steel employs the largest number of Steelworkers, 117,400, with Bethlehem next, 69,200.

Pamphlet Reviews 94th Congress

A detailed report on the record of the 94th Congress on issues important to labor is now available from the AFL-CIO.

The 122-page pamphlet, prepared by the Dept. of Legislation, covers a two-year period described in a foreward as marked by "legislative stalemate" resulting from "unprecedented abuse of the veto power."

Single copies of Labor Looks at the 94th Congress, Publication 77-R, are available free. Larger quantities are 50 cents each, or $45 for 100. Orders should be sent to the AFL-CIO Pamphlet Division, 815 16th St., NW, Washington, D.C. 20006.

NLRB Rulings Uphold Multiplant Bargaining

The National Labor Relations Board issued a decision preserving the principle of national multiplant bargaining between Westinghouse and the Electrical, Radio & Machine Workers.

In a second ruling, an NLRB administrative law judge held that White-Westinghouse Corp. had caused a 10-week strike by IUE workers last year because the firm refused to bargain with the union on a national basis. The strike was settled last October but the issue of White's attempt to crush national multiplant bargaining remained a threat to the union's strength.

In the Westinghouse case, the NLRB dismissed a petition by an employee of Westinghouse's Charlotte, N.C., plant seeking decertification of IUE Local 186 and withdrawal from participation in collective bargaining with the union nationally. The petition was supported by Westinghouse.

The board ruled that the Charlotte plant could not pull out of the national bargaining arrangement because "the record establishes a controlling history of multiplant bargaining resulting in the establishment of a single multiplant unit embracing all those plants of the employer in which the union through its conference board has been recognized as the exclusive agent."

In the other case, NLRB Administrative Law Judge Robert Giannasi ruled that White-Westinghouse must bargain with IUE nationally as exclusive representative of 3,200 workers employed at five plants formerly owned by Westinghouse. White Consolidated Industries, the parent firm, acquired the appliance plants from Westinghouse in 1975 but refused to bargain nationally with IUE after pledging to do so. It changed its position after IUE members struck and eventually reached a new national agreement with the union.

Giannasi ruled that White "stands in the shoes" of Westinghouse since it bought the five-plant unit from Westinghouse, and has continued operation "with no significant change." In his ruling, the NLRB judge found that the strike was not caused by the union but by White-Westinghouse's refusal to comply with the law by insisting on bargaining with each plant separately.

IUE, which became the only union to have a national contract with White following its settlement last fall, represents the company's workers in Locals 401 and 491 in Edison, N.J., Local 680, Miami-Fort Lauderdale; Local 711, Mansfield, Ohio; Local 714, Newark, Ohio, and Local 746, Columbus.

33 States Post New Increase In Jobless Rate

(Continued from Page 1)

jobless rate in December—12 percent, up from 11.2 percent in November.

The mid-Atlantic states of New York, New Jersey, and Pennsylvania all reported joblessness in excess of the national rate, and four of the six New England states experienced unemployment of 8 percent or more over the month.

Of the nation's 200 largest metropolitan areas, 71 had jobless rates above the national level, with 13 reporting joblessness of 10 percent or higher.

In its report to White House energy chief James Schlesinger, the Federal Energy Administration said that as of Feb. 13 the Commerce Dept. counted 586,500 workers in 19 states out of work due to the natural gas shortage. That was down from the government estimate of 1.2 million at the peak of the crisis.

Ohio had the most severe unemployment problem, with 150,000 workers still out of jobs because of the weather-related gas shortage. New York ranked second with 75,000. Severe problems also were reported in Alabama, Georgia, Indiana, Kentucky, Pennsylvania, Tennessee, Virginia, and West Virginia.

Teachers Launch Quarterly Journal

The American Federation of Teachers has launched a new quarterly journal, the American Educator.

The publication, which replaces Changing Education, features articles of professional interest to teachers and other educational professionals. Changing Education had been published as a supplement to the union's monthly newspaper.

Gail Miller is acting editor of both the newspaper and the new magazine. AFT President Albert Shanker, in a foreword to the journal's first issue, said that the union intends to provide a professional magazine "of quality and interest to that very large group of professionals and others . . . concerned with American education."

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Council Presses Campaign For Key Legislative Goals

ADMINISTRATION GOALS are discussed by Labor Sec. Ray Marshall at his meeting with the AFL-CIO Executive Council at Bal Harbour, Fla. From left are Sec.-Treas. Lane Kirkland, Marshall, President George Meany, and Vice Presidents I. W. Abel and Jerry Wurf.

Improved Outlook For Passage Cited

By Saul Miller

Bal Harbour, Fla.—The AFL-CIO has called for a broad program of change in the nation's basic labor laws, in its approach to social insurance programs and in the ground rules for political campaigns.

A series of statements adopted by the federation's Executive Council in the opening days of its mid-winter meeting here detailed specific legislative objectives geared to new leadership in the 95th Congress and the White House.

The scope of the AFL-CIO program, President George Meany told a press conference, indicates that the federation feels "we have a chance in the Congress and in the White House. . . . It indicates that we feel the time is good."

But Meany noted disagreements with the Carter Administration on the economic stimulus package and on its plans for prenotification on wage and price increases, a step which he characterized as a "foot in the door" to wage and price controls to which the federation is "absolutely, completely opposed."

The AFL-CIO president stressed that there is no communications problem with President Carter despite differences on programs and that Carter has kept his commitment to the AFL-CIO that "his door would be open, that the lines of communication would be open, that he would talk to us any time, on any subject that we thought was important."

Labor Sec. Ray Marshall, who spoke to the council at its opening session on Administration priorities and problems facing the trade union movement and the nation, told reporters that the relationship between the AFL-CIO and the Administration is a good one, that union people are used to and expect differences and that while there are varying priorities, "the things that are holding us together are more important" than any differences.

Meany praised Marshall as being "very well equipped" for his job, commenting that "I think he is going to make a very good Secretary of Labor."

The major focus of the policy changes spelled out by the council was on overhauling the National Labor Relations Act to give workers once again a "fair chance" to organize and bargain collectively.

The drive to update the Wagner Act was coupled with proposals to provide coverage under the national law for public employees

(Continued on Page 3)

Carter Fills Some Gaps in Ford Budget

President Carter sent Congress a revised budget for the fiscal year beginning Oct. 1 that would restore many of the cuts in social welfare programs recommended by his predecessor.

The Carter version of the nation's 1978 budget calls for expenditures of $459.4 billion and revenues of $401.6 billion, both figures substantially larger than Ford's proposals last month.

Carter asked Congress for an additional $19.4 billion, saying it was needed to finance his planned national energy policy, restore economic growth, and fund social programs for the underprivileged.

The revised budget makes pro-

(Continued on Page 8)

NLRA Overhaul Needed:

Major Drive Seeks Labor Law Equity

Bal Harbour, Fla.—The AFL-CIO has launched a major campaign to overhaul the National Labor Relations Act so that workers once again can have a "fair chance" to organize and bargain collectively.

The drive to update the 42-year-old Wagner Act to restore "equity to labor-management relations" was spelled out in a statement on labor law reform unanimously adopted by the federation's Executive Council and in a resolution calling for a special assessment to set up an AFL-CIO task force to help revision and reform.

Five areas of concern were listed by the council that are in need of correction — areas of "glaring procedural and remedial deficiencies" to assure that the original promise of the Wagner Act will live again.

The council pointed out that twice since 1935 Congress has placed strict limits on the ability of workers to organize free from employer coercion—the Taft-Hartley and Landrum-Griffin acts. The result has been "to create a gross imbalance in favor of those employers bent on frustrating the right of workers to organize." They now hold the upper hand, the council declared, "just as surely as they held it prior to the Wagner Act."

Employers have substituted union busters in business suits with attache cases for goon squads of the Thirties and sharp lawyers and Madison Avenue propagandists for brass knuckles, but the "constant is that the employer has the resources and he uses them to buy experts to get the job done."

Citing the violation of workers rights with "virtual impunity" through involved procedural delays in the NLRB and the courts, the council said "there is no excuse for a continuation of the present situation. There are no complex legal mysteries to be solved. . . . The act can and will work," if the most glaring deficiencies are corrected.

The council noted legislation introduced by Rep. Frank Thompson (D-N.J.), chairman of the House Subcommittee on Labor-Manage-

(Continued on Page 2)

Congress Acts to Raise Budget for Jobs Effort

By David L. Perlman

Both the House and Senate voted to raise the spending ceiling for the fiscal year already in progress so that more money can be pumped into job-creating programs.

The higher budget ceilings, significantly above the additions that the Carter Administration had proposed, had labor's strong endorsement. AFL-CIO Legislative Director Andrew J. Biemiller had urged approval as "a start in the effort to obtain full employment."

Some differences must still be resolved in a House-Senate conference. But both versions allow for up to $4 billion in new funds to be allocated this year for accelerated public works projects—twice the level sought by the President.

The House promptly followed through by calling up for certain passage a bill authorizing that amount.

In the key job-creating areas, the House added $14.9 billion in budget authority to the supposedly "final" budget ceiling Congress adopted last September for the fiscal year that started Oct. 1, 1976.

This compared with $4.9 billion in additional budget authority origi-

(Continued on Page 6)

4 Bills Vetoed by Ford Get Immediate Priority

Bal Harbour, Fla.—The AFL-CIO pressed Congress to clear up its "unfinished business" by quickly passing four major bills that had been vetoed by former President Ford.

All are "of extreme importance to the labor movement," the Executive Council said. Its statement listed these measures for the "immediate attention and prompt enactment" of Congress:

- Construction site picketing rights, which would accord building trades workers the same union rights that industrial workers have had.

"The 94th Congress passed this bill after being assured that President Ford would sign it," the council noted. "But, for political reasons, Mr. Ford broke his word and vetoed the bill."

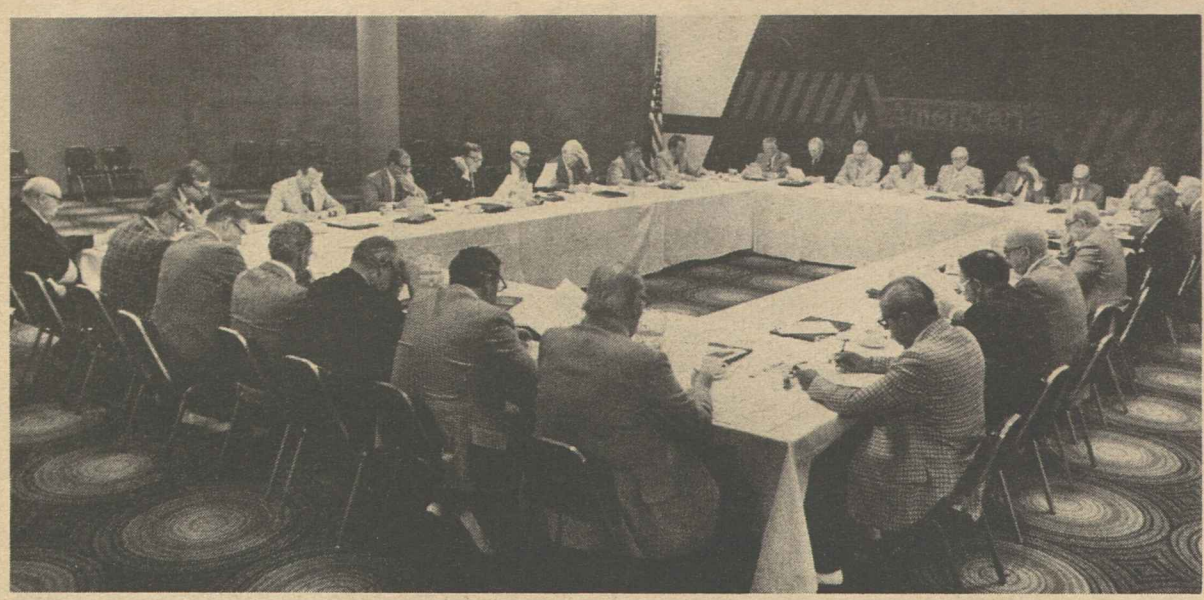
The AFL-CIO statement declared that "simple justice" calls for its enactment.

- Hatch Act reform, so that federal workers and others paid from federal funds can exercise "political rights accorded all other citizens."

The labor-supported bill would lift the stringent penalties now imposed on federal workers for partisan political activity but leave in place strong safeguards protecting them against political coercion or pressures.

- Oil cargo preference legislation that would require that a portion of imported oil be carried in

(Continued on Page 6)



LABOR'S PROGRAM on a broad range of issues was spotlighted by the AFL-CIO Executive Council in a series of policy statements adopted at its mid-winter meeting in Bal Harbour, Fla. Here the council members listen to a report from President George Meany.

Public Employees, Farm Workers Backed in Bargaining Rights Drive

Bal Harbour, Fla.—Equal justice under the labor relations law for public employees and farm workers is a prime objective of the AFL-CIO in seeking changes in the National Labor Relations Act.

The objective was spelled out by the Executive Council in a statement emphasizing that these two groups are the largest presently excluded from coverage of the NLRA.

The problems of those "never granted any federal protection for their collective bargaining rights" are as pressing and "even more complex" than those workers covered but not receiving proper protection, the council said.

It added that "we will seek speedy passage of legislation providing full collective bargaining rights" for federal government workers, declaring that executive orders providing limited labor-management relations "are no substitute for a specific statute."

Collective bargaining for state and local workers is currently a hodge-podge of state and local laws, a few providing full rights, most highly inadequate and in many areas non-existent. Attempts to pass federal legislation to bring them under the NLRA, the council noted, face a potential roadblock thrown up by the "Nixon-Burger Supreme Court" in a decision last year interpreting the Constitution so as to call into question federal jurisdiction.

The council said the federation and affiliates representing public employees intend to develop a program to meet the court's interpretation and secure the necessary support of the White House and Congress. One option, it said, "is to include in every federal grant program the requirement that the recipient state or local governments accord employees covered by such grants full collective bargaining rights."

Through this option or an alternative, the council said, "we are confident that the means will be found to secure collective bargaining for state and local employees." In the interim it called for local and state central bodies to continue to press for state and local laws.

For farm workers the council said the AFL-CIO will propose NLRA amendments that "meet the peculiar needs of the agricultural industry," indicating it will base its approach on the California farm labor law. "There never was justification for treating agricultural workers as second-class citizens, and we intend to end the discrimination as soon as possible."

Action Urged to Ease Problems of Disabled

Bal Harbour, Fla.—The upcoming White House Conference on Handicapped Individuals needs to deal effectively with the problems of disabled persons on and off the job, the AFL-CIO Executive Council declared.

The May conference, which has the support of both labor and management, "must come to grips with such basic problems as discrimination based on disabilities, the need for improved social insurance and health care protection for the handicapped, as well as widening their employment opportunities," the council said in a statement.

Instead of dealing in generalities, it continued, conference participants should help "spark immediate action programs aimed at correcting the present ills that beset handicapped citizens."

The council said that organized labor is well aware that good health and the ability to work are essential to every wage earner. It pointed out that illness, accidents and disabilities reduce earning power, threaten economic security and limit opportunities for advancement.

"Wage earners suffer the direct effect of disability and their families suffer the consequences," the council stressed.

"Organized labor's goal is clear: a job for every American who is able and willing to work. This must include millions of the handicapped who could be gainfully employed at decent wages."

The council said labor's leadership is essential in meeting the needs of all handicapped union members and all disabled citizens. It urged the full support of AFL-CIO unions and state and local central bodies in the efforts of the Industry-Labor Council for the White House Conference.

AFL-CIO President George Meany is co-chairman of the council and Federation Vice President Charles H. Pillard is co-vice chairman.

The labor-industry panel has held regional meetings to record the views of unions, management and the handicapped, which will be presented at the conference sessions. The panel's report will be made to Congress and President Carter following the conference.

Justice Institute Proposal Backed

Bal Harbour, Fla. — Legislation creating a National Institute of Justice, an independent federal research agency to improve the law and its administration, was endorsed by the AFL-CIO Executive Council.

The institute would focus on such areas as consumer protection, availability of legal services, protection of privacy from official intrusion, and accountability of public officials for action affecting individuals.

The council said that a lack of leadership by the Nixon-Ford Administration has taken a heavy toll on legal institutions, causing an added burden on workers, their families, minorities and the poor.

Legislation providing for the institute was recommended by the Commission on a National Institute of Justice. AFL-CIO Vice President Glenn E. Watts is a member of the commission.

$3 Wage Floor Sought To Aid Working Poor

Bal Harbour, Fla.—Congressional action to increase the minimum wage to $3 an hour is essential to bring low-paid workers above the government's poverty level, the AFL-CIO declared.

The hike in the wage floor should be tied to an automatic mechanism to maintain the minimum thereafter at 60 percent of the average hourly earnings in manufacturing, the Executive Council said.

A $3-an-hour minimum would also make an important contribution to economic recovery, the council stressed, by increasing consumer spending which would stimulate employment in essential industries.

The council warned that attempts to legislate a youth subminimum wage must be rejected by Congress, that such subminimums would only increase joblessness among household heads.

"Behind a facade of concern over teenage unemployment," the council said, "promoters of a youth subminimum wage want to create a large pool of cheap labor to be exploited by unscrupulous employers. A youth subminimum wage would be discriminatory, unfair and cause further economic hardship.

Three other improvements must be made in the Fair Labor Standards Act after a $3 minimum has been established, the council said: universal coverage of all workers; doubletime for overtime on a daily and weekly basis to induce employers to hire additional workers rather than to schedule overtime, and reducing the standard workweek to 35 hours.

The current minimum wage of $2.30 an hour for most workers provides an annual income, based on an average work year, about $900 below the government poverty level for a family of four.

Emergency Supplement:

Jobless Benefits Bill Clears First Hurdle

A House Ways & Means subcommittee has voted to extend and strengthen a recession-born program of supplemental jobless insurance benefits for the long-term unemployed. The legislation, which now goes to the full committee for action, comes close to the AFL-CIO's proposals.

The emergency program has allowed workers in states with the highest unemployment rates to receive up to 65 weeks of jobless benefits under a combination of programs.

Its termination "would leave a million jobless workers with no income and adversely affect the entire economy," the AFL-CIO Executive Council said in a statement issued before the subcommittee acted.

At subcommittee hearings, AFL-CIO Legislative Rep. Robert McGlotten had stressed that long-term unemployment is still too severe to revert to the "normal" limit of 26 weeks of state benefits plus up to 13 weeks of extended benefits during periods of relatively high joblessness.

The emergency law, due to expire Mar. 31, has added a third layer of federal supplemental benefits (FSB) for the long-term unemployed in the states with the highest jobless rates. In states with an insured unemployment rate of at least 5 percent, workers who lost their jobs could draw benefits for up to 52 weeks. And in states with over 6 percent insured jobless, the maximum is 65 weeks. Since insured unemployment doesn't take in everyone looking for a job, a 5 percent insured unemployment rate is approximately equal to 6 percent unemployment by the usual definition.

The Administration had proposed limiting the maximum total benefits to 52 weeks and continuing the program for only nine more months, plus a three-month phase-out.

But the subcommittee voted a full year's extension, with an additional three months for the phase-out. And it continued the 65-week maximum.

McGlotten's testimony for the AFL-CIO had urged that the FSB program be triggered on and off by the national level of unemployment instead of the constantly fluctuating state jobless rates.

The Labor Dept. reported that at latest count 27 states had insured unemployment rates high enough to meet the FSB requirement. But it estimated that the number will be down to 11 by the end of September.

The subcommittee retained the state triggers but added a metropolitan area trigger that would enable a community with high unemployment to qualify for FSB even if the state as a whole doesn't. The AFL-CIO had expressed support for such an area trigger.

Under the subcommittee bill, a labor market area with an actual unemployment rate of 7 percent—total unemployment, not just insured unemployment—would qualify for the 52-week benefit maximum. An area with 8 percent joblessness or higher would qualify for the 65-week level.

McGlotten had urged that the program be funded out of general revenue and that the large sums of money "owed" by the Unemployment Compensation Trust Fund to pay for the program to date be cancelled.

The subcommittee bill would finance the remainder of the FSB program from general revenues, but would not excuse the debts to the fund for benefits already paid out.

Drive Opens To Overhaul Labor Law

(Continued from Page 1)

ment Relations, and said "this measure addresses itself to some, but not all, of the concerns we have with the current imbalance in the NLRA.

It said the federation will itemize the problems and propose workable and equitable solutions. The statement called for speedy hearings and fast action to reach the goal of "equity and prompt justice."

The council said it would offer recommendations in the following areas of NLRA revision:

- A fair chance for workers to organize — Expedited NLRB elections, preliminary injunctions for employers discriminating against workers exercising their right to organize and for illegal refusals to bargain after such elections.
- Repeal of Section 14(b) — This section, which permits states and employers to combine to deprive workers of their rights to make their own choice as to whether they will seek a union security provision through bargaining, should be removed.
- Streamlining procedures and reducing delays — Increase the membership of the NLRB from five to nine members so it can streamline its procedures and reduce the time for a final decision in unfair labor practice cases.
- Effective remedies—Comparable remedies for employer violations similar to the injunction and damage suit procedures now available to them and banning government contracts to firms that violate employee rights.
- Definitional changes — The NLRB and courts have insufficient guidelines to congressional intent resulting in erroneous decisions, especially in successor cases when a business changes hands.

Council Presses Key Legislative Goals

Meany Cites Improved Prospects Under Nation's New Leadership

(Continued from Page 1)

and farm workers, to increase the minimum wage to $3 an hour with a formula to keep it current as living costs increase, and to secure quick congressional action on four measures passed by the previous Congress and vetoed by President Ford—site picketing rights for construction workers, reform of the Hatch Act, strip mining protection and a share of oil import cargoes for American ships.

In the political area, the council called for public financing of congressional elections and other changes in the federal election laws as well as providing for voter registration at the polls on election day.

In the social insurance field the council urged amendments to improve the operation of the new pension law, extension of benefits to workers who have exhausted unemployment compensation, federal standards for workers' compensation, renewal and improvement of the food stamp program, due process in jobless benefit disqualification and support for the White House conference on the handicapped.

The council strongly supported the positions and actions of President Carter in support of human rights, set up a special committee to review public broadcasting and to recommend future AFL-CIO policy, stressed the need for a stronger merchant marine, voiced support for a boycott asked by the Carpenters against Bancroft Manufacturing Co. and memorialized former Vice President Peter T. Schoemann and federation Research Director Nathaniel Goldfinger.

Meeting with political directors of AFL-CIO unions as the COPE Administrative Committee, the council heard reports on the 1976 election campaign and plans for the 1977 elections in a number of states and cities as well as to fill congressional vacancies.

At his press conference, Meany said that labor's disagreement with the Carter Administration on the economic stimulus package is a "reasonable" difference, that the Administration has come down "too heavily" on the use of tax cuts and that people in the upper income brackets should not "get $50 that they can flip at the first head waiter they see."

He told reporters that "by and large the appointments (in the Carter Administration) are good" although he said he personally believed that the appointment of Paul Warnke as disarmament negotiator is a "bad choice."

Meany praised Carter as "absolutely right" in letting the Soviet Union know "that we are dedicated to human rights everywhere in this world" and that the United States can continue to have a relationship with the USSR without dropping "our principles."

Queried about the Administration's plan for prenotification on wage and price increases, Meany said "it would destroy collective bargaining if you are compelled to notify the federal government" months in advance and "give them some responsibility for a settlement." This would destroy labor's flexibility at the bargaining table, he emphasized, and would set up the next steps of voluntary guidelines, government-imposed guidelines and finally wage-price controls "and that's a disaster we can document."

Meany said that some people in the Administration "would like to go this route. A fellow by the name of Alan Greenspan (head of the Council of Economic Advisers in the Nixon-Ford Administrations). He is still there, but he's changed his name to Charlie Schultze (Carter's head of the CEA). He'd like to go this route and he's very timidly approaching it."

Meany said that the answer is to put people back to work, that "the most inflationary thing now is unemployment" and high interest rates.

On the necessity for labor law reform Meany reviewed the history that led to passage of the Wagner Act and the later Taft-Hartley and Landrum-Griffin amendments and declared that "we want to get the labor law back to what was intended in 1935 when we wrote the Wagner Act, where there would be an equal opportunity for both sides."

He said that President Carter's attitude toward the labor reform proposals should not be influenced by a "sense of debt to organized labor. I think it should be influenced by a sense of justice to organized labor and to the American worker."

The AFL-CIO has not asked Carter "to get out in front" on the labor law overhaul and has asked for no commitments in advance. Labor will present him with evidence why he should sign the legislation when it passes Congress and will try to convince him of its necessity, Meany said.

AT NEWS CONFERENCE after a session of the AFL-CIO Executive Council at Bal Harbour, Fla., President George Meany fields questions from reporters covering the council meeting.

Public Financing Urged For Congress Elections

Bal Harbour, Fla.—The AFL-CIO will work for "the earliest possible enactment of public financing of congressional elections" on the basis of the success of the 1976 presidential election financing.

"It is now time to take the next step," the federation's Executive Council declared, so that all the inherent abuses of campaign financing by the wealthy can be eliminated.

Public financing of the 1976 presidential election "passed with flying colors," the council said, and the AFL-CIO is "proud to have worked for the legislative breakthrough" that enacted partial public financing of presidential primaries and full financing of the general election.

Organized labor, the statement stressed, wants "to get out of the business of making campaign contributions. This activity has been forced on us by the need to offset the contributions made by the wealthy and by business interests. We settled for the present narrow provision because it was our practical legislative assessment that no more could be accomplished."

The council said the AFL-CIO will "work with all who share our goal" for public financing of congressional elections because elections should be decided on the merits, "not on the ability to raise money or the size of a candidate's bankroll."

In addition, the council said, a number of other amendments are needed to further perfect the Federal Election Campaign Act in time for the 1978 election. It noted the following problem areas:

- The paperwork required of candidates and political committees is overly burdensome.
- The expenditure limits for presidential candidates are unrealistic.
- Legal technicalities stand in the way of candidates who wish to speak to their supporters.
- Unnecessary barriers obstruct state party participation in the presidential election.
- The law is plainly too complex in many particulars.

Registration at Polls Sought for All States

Bal Harbour, Fla.—A federal law providing for voter registration "at the polling sites on election day" should be enacted to remove existing barriers to citizen participation in elections, the AFL-CIO said.

"The time has come for a federal universal voter registration law" that will permit all unregistered citizens to go to the polls election day "with adequate proof of age and residency" and register and vote, the Executive Council declared in a statement. Similar laws should be enacted for state and local elections, it said.

Noting the long record of AFL-CIO involvement in improving the election laws to eliminate barriers to voting, the council said that some success had been achieved at the state level where 16 states have approved registration by mail. "We intend to continue these efforts," the council said.

The effectiveness of registration at the polls on election day was demonstrated last year in Wisconsin and Minnesota. In Wisconsin more than 200,000 previously unregistered eligible citizens registered at the polls on election day and voted, raising voter participation more than 10 percentage points above the national average of 54.4 percent.

In Minnesota more than 22 percent of the 1.9 million persons who voted registered at the polls on election day, and the state's voting performance was 7 percentage points higher than in 1972. In both states, the council noted, "there was no serious incidence of fraudulent voting; administrative problems were minor; additional costs were negligible, and the myth of 'voter apathy' was laid to rest."

The council called on Congress and the President to act "expeditiously on this proposal" so that all artificial impediments to voting are finally removed.

Policy Review Mapped On Public Broadcasting

Bal Harbour, Fla.—An extensive review of the 10-year experience of public broadcasting will be conducted by a special AFL-CIO Executive Council committee to help plan future federation policy.

The council said it is time to re-evaluate AFL-CIO policy in public broadcasting in view of labor's consistent efforts to expand the services of the Corporation for Public Broadcasting and the local stations that comprise the system.

The establishment of CPB by Congress was designed to encourage the development of a "nonprofit broadcasting system that could offer the American people a diversity of high quality programming free from the constraints of political and commercial influence," the council pointed out.

The statement said that although much has been done to insulate public broadcasting from political control, "too little attention has been paid to the influence which corporate sponsors or so-called 'underwriters' wield over the system."

The council said it was troubled also "by the steadily increasing use of foreign-produced material which now dominates major prime-time programming distributed by the system and broadcast by many individual public stations," rather than encouraging greater American creativity.

Recent actions of the CPB, the council stressed, "encouraged the diversion of federal, state and local tax money to support media productions abroad. These activities cannot, and should not be tolerated by American taxpayers especially at a time when public funds are sorely needed to create jobs and alleviate unemployment in this country."

The council committee will also include representatives of affiliated unions active in the broadcast field to evaluate current CPB practices.

Carter Praised for Stand On Human Rights Issues

Bal Harbour, Fla.—The AFL-CIO strongly endorsed President Carter's position and actions in support of international human rights.

Carter, in the month or so he has been in office, has spoken out forcefully against Soviet treatment of dissidents, including Nobel Peace Prize winner Andrei Sakharov, and has made human rights a central concern in his Administration.

"By speaking out unequivocally on specific cases of oppression, as well as in general terms, he has established for his entire Administration the principle that human rights constitute the line at which diplomatic expediency must stop," the AFL-CIO Executive Council observed in a statement here.

"The spotlight of public attention and the most vigorous expression of the free world's concern are today the only sources of safety, protection, and hope for those extraordinary men and women who struggle and suffer for the most elemental means of free expression in the Communist world," the council said.

"World peace is not threatened, but advanced, by our association as a nation with their struggles."

The council statement said that abuses and threats to basic human rights are "the most searching issues that divided the world today, and the clearest tests of American ideals and resolve."

Where human rights are concerned, whether in South Africa, Chile, Uganda or the Soviet Union, the council said, "there are no longer any purely internal affairs," a quotation from Aleksandr Solzhenitsyn's address at a 1975 AFL-CIO dinner honoring the dissident Russian novelist.

Bargaining Rights for All

THE AFL-CIO has for many years supported extending collective bargaining rights to all workers, particularly the two largest groups presently excluded from coverage under the National Labor Relations Act—public employees and agricultural workers.

Our proposals for immediate changes in the NLRA make it abundantly clear that even those workers presently covered by the law are not receiving proper protection. But the problems of those never granted any federal protection for their collective bargaining rights, such as public employees and agricultural workers, are equally pressing and even more complex.

We will seek speedy passage of legislation providing full collective bargaining rights for federal government employees. Executive orders providing limited labor-management relations for federal workers are no substitute for a specific statute.

State and local employees seeking the right to bargain collectively face a potential roadblock erected by the Nixon-Burger Supreme Court. The AFL-CIO and its affiliates representing public employees intend to develop a legal program that will:

1. Meet the present court's interpretation of the Constitution.
2. Meet the needs of public employees.
3. Secure the necessary support from the White House and the congressional leadership.

One option is to include in every federal grant program the requirement that the recipient state or local governments accord employees covered by such grants full collective bargaining rights. Through that option, or an alternative, we are confident that the means will be found to secure collective bargaining for state and local employees. In the interim, our state and local central bodies will continue to press state and local governments for appropriate collective bargaining laws.

We intend also to see to it that our brothers and sisters in the agricultural industry get equal justice. Based on the experience under the California Agricultural Labor Relations Act of 1975, the AFL-CIO will propose NLRA amendments that meet the peculiar needs of the agricultural industry, such as the need to hold elections during the peak harvest season.

There is ample precedent for variations in the law recognizing industry differences that affect labor relations, such as the provision for pre-hire agreements in the construction industry. There never was justification for treating agricultural workers as second-class citizens, and we intend to end that discrimination as soon as possible.

—Statement by the AFL-CIO Executive Council, Feb. 22, 1977, at Bal Harbour, Fla.

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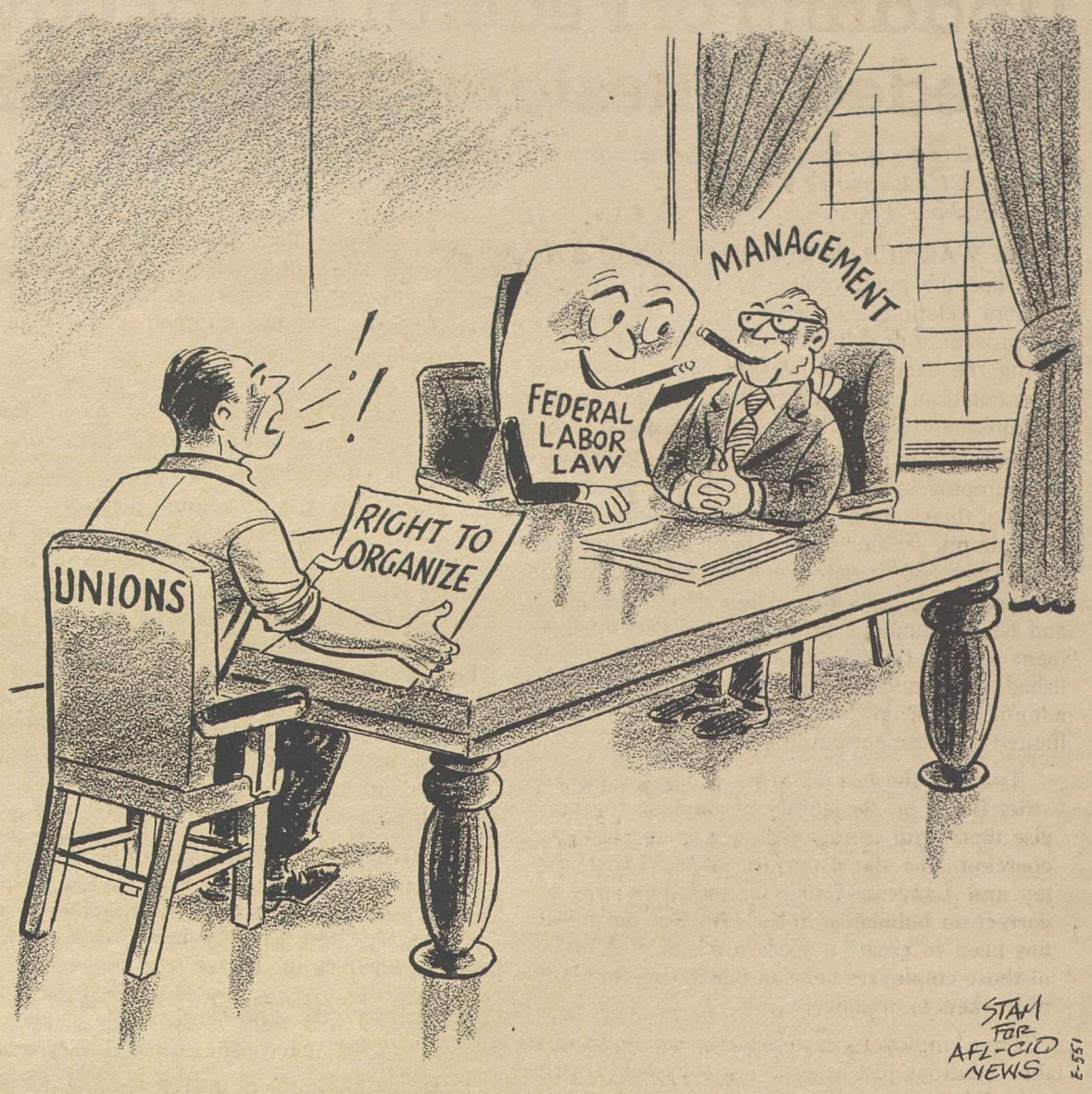
'Would You Mind Sitting in the Middle?'



'Ripoff' Schools Spread:

Fast Buck Diploma Mills Mar Adult Education Achievements

By Gus Tyler

THE ENROLLMENT OF millions of adults in college degree programs is one of the most exciting developments in American education in years.

For many men and women, these courses are a new start in life. For many others, the learning is a personal blossoming, a voyage of self-discovery. For schools, these grownups in the classroom are a rich new vein of income. For teachers, adult education means jobs and, more significantly, serious students who can draw on their own life experiences to enrich the learning process. And for the nation, the education of these citizens means a more productive society—economically, politically and culturally.

I say all this as a teacher who has drawn inspiration from association with men and women who in their 30s and, if you please, in their 80s, are reborn in the classroom. Right now, I am teaching a course of politics at Adelphi College with a challenging mix of students: a detective sergeant, an ex-con, a social worker, a retired school teacher, a young textile entrepreneur, a rug merchant, a New York City cop, a county agency exec, among others. To the written word, they bring a throbbing third dimension from the depths of their pulsating lives.

But, as in so many good undertakings, there is always the ripoff artist, the self-seeker who takes hold of a worthy social cause to turn it to unworthy personal gain. And that's what's happening to much adult education.

One of the most scandalous of these ripoffs is the misuse of adult education on military bases, where millions of GIs are enticed to take worthless courses to attain useless degrees at the expense of government money or GI educational allowances.

"Many college and university programs offered on military bases are so poor that they would be classified as diploma mills were they subject to close educational scrutiny," write two Texans, Kenneth H. Ashworth, the state's commissioner of education, and William C. Lindley, dean of continuing education at the University of Texas in San Antonio.

The courses are not taught for information or inspiration but for income. They are run many miles away from campus and away from all kinds of educational facilities. The classroom work is minimal. Credits are given for all kinds of things that are in no way connected with a course of study—like a random work project.

The schools just love big enrollments in these courses. "Since the federal government pays most of the costs, such programs are a convenient source of quick income," write the authors in Change, the magazine on Higher Learning (February 1977). Not satisfied with this "bread," some schools demand gravy from their students, asking for sums between $50 and $200 for "evaluation fees," by which the schools assign credit for life experience or for military courses.

ONE SCHOOL outside Texas expects to pick up close to $2 million this year from five military installations in Texas. Another school, a small private college that was about to go bankrupt, is picking up about $700,000 in a dozen spots in eight states.

Military brass on the base push the courses. Some officers do it to pick up a degree here and there to further their own career advancement. Others do it so they can boast of the many courses they sponsor to accumulate more Brownie points.

The serviceman does not find out how he has been tricked until years later, when he applies for a job only to find out "that the degree is nothing but a worthless paper certificate for which he has used up all or part of his GI benefits."

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UNION LABEL AND SERVICE TRADES DEPT., AFL-CIO

Aimed at Employer Abuses:

Updating of Federal Labor Law Needed to Restore Union Rights

The following is excerpted from a statement by the AFL-CIO Executive Council, Feb. 22, 1977, at Bal Harbour, Fla.

THE WAGNER ACT of 1935 clearly established the public policy of the United States in labor relations as: "encouraging the practice and procedure of collective bargaining" and "protecting the exercise by workers of full freedom of association, self-organization, and designation of representatives of their own choosing."

That act was based on the innocent belief that most employers would respect the clearly stated rights of their employees. The 1935 statute, therefore, simply set out in two brief paragraphs the basic rights of workers: (1) the right to decide for themselves if they want union representation, and (2) fundamental protections against infringement of that right by their employers. It established the National Labor Relations Board to administer the law, but granted it only the most limited enforcement powers.

Twice in the last 42 years, Congress placed strict limits on the ability of workers to exercise their right to organize free from employer coercion. The stated purpose of the Taft-Hartley and Landrum-Griffin amendments was to correct an imbalance in the law. But the result has been to create a gross imbalance in favor of those employers bent on frustrating the right of workers to organize.

Those employers now hold the upper hand in labor relations just as surely as they held it prior to the Wagner Act. The promise to workers of a fair chance to organize where there is employer opposition is as far from being realized today as it was in 1934.

Worker protections geared to the conditions of the 1930s are inadequate in the face of employer tactics of the 1970s. Gone are the employer's goon squads and the billyclubs; today's union-busters wear business suits and carry attache cases. Sharp lawyers and Madison Avenue propagandists have replaced the straightforward coercion of brass knuckles with carefully calculated devices designed to destroy, without leaving any visible bruises, the desire of workers to organize. The one constant is that the employer has the resources and he uses them to buy experts who get the job done.

Employers violate the rights of workers with virtual impunity. They disregard those rights secure in the knowledge that procedural delays will prevent the NLRB from enforcing the law for several years. Employers know that if that day of reckoning eventually arrives, the price of settling up will be cheap. They count on the fact that by that time the workers will have come to believe that the act's promises of protection are just words on a piece of paper.

For the workers who commit themselves to the task of self-organization and negotiation of a first contract confronted by all-out employer opposition, it is as if the Wagner Act and the past 42 years never existed. Workers have their "rights" under the law, but "rights" do not feed families. They see what happens to their fellow union supporters who are fired by the employer and must wait years for legal restitution. They see that the promise of collective bargaining can be dragged through the board and the courts for years and never become a reality.

THERE IS NO EXCUSE for a continuation of the present situation. There are no complex legal mysteries to be solved. Writing a new law is unnecessary. The existing law is based on the sound principles of worker free choice of a representative and of free collective bargaining. The act can and will work if the most glaring procedural and remedial deficiencies are corrected.

We are not alone in having reached this conclusion. Rep. Frank Thompson, chairman of the House subcommittee on Labor-Management Relations, after lengthy hearings in 1976, has introduced H.R. 77 in the 95th Congress. This measure addresses itself to some, but not all, of the concerns we have with the current imbalance in the NLRA.

We will bring to the Congress an itemization of the problems which exist and will propose workable and equitable solutions. We believe speedy hearings and fast action in both Houses are long overdue and that members of both Houses share our goal of equity and prompt justice.

Weak Enforcement:

Unfair Employment Practices Add to Plight of Handicapped

ENFORCEMENT of the federal mandate for programs to assure handicapped Americans equal opportunities for jobs has been hampered by a shortage of Labor Dept. inspectors and other personnel to monitor employment practices, Associate Director Lawrence Smedley of the AFL-CIO Dept. of Social Security declared.

Smedley said that the upcoming White House Conference on Handicapped Individuals will seek to spur national awareness of the problems and potentials of handicapped Americans, and shape recommendations to the President and Congress that will "enable handicapped people to live independently, with dignity, and to participate fully in all activities of our society."

He said the AFL-CIO will be a full participant in the conference, along with industry representatives and private citizens. Smedley appeared on the AFL-CIO produced public affairs radio interview Labor News Conference.

The handicapped suffer the highest unemployment rates of any group, Smedley stressed, and despite the ban on discriminating against the handicapped, many employers tend to "take the easy way out" and pass over handicapped workers when they fill jobs.

He said that employer fears that hiring the handicapped will trigger higher health costs or create other job-related problems are very unfortunate and unjustified. He said that the conference will seek to "dispel such myths and fears."

Smedley pointed out that "the evidence we have shows that handicapped workers make good employees—there is less turnover, there is less absenteeism." He noted that the law doesn't demand that employers make extensive or expensive modifications of the workplace, but only "reasonable accommodations." And, he added, "most handicapped people don't require any modifications to be able to work."

While unemployment is a severe hardship for any worker, Smedley said, it is a "tragic situation for handicapped persons who, if they do not have assistance in finding a job, can very well face a lifetime" without a job. "We are not trying to give the handicapped preferential treatment in securing jobs," he said, but an "equal chance to compete for jobs on an equal basis with other groups in the population."

Smedley also noted that there is a tendency among some employers to exploit handicapped workers by paying them low wages and even resorting to violations of the minimum wage law. But the handicapped worker is often hestitant to complain to the employer about the abuses for fear of losing his job and knowing it would be difficult to find another because of the discriminatory hiring practices, he said.

"Obviously, where they have a union and a union contract to protect their job security, that isn't the case," Smedley pointed out.

Most union contracts have provisions to protect workers disabled on the job so they can return to work after recovering. Although they may not be able to continue the same job, the contracts provide for retraining for other jobs and protection against layoff, he noted.

Reporters questioning Smedley were Rachelle Patterson of the Boston Globe and David Prosten of Press Associates, Inc.

By Press Associates, Inc.

ONE GOOD THING about a crisis is that it creates a consensus that something must be done. And there is a growing demand that something be done about the major crisis in America today: more than 10 million people unemployed with 20 percent of the nation's industry standing idle.

New leadership has come to the White House and to the Congress and the process is under way which will lead to decisions.

A vacuum of national leadership had long been in the making. It was former Attorney Gen. John Mitchell who expressed the view that politicians had promised the people too much and thereby created expectations that couldn't be fulfilled. It was President Nixon who likened the American people to children and who became arrogant in that belief. Nixon liked to say that you can't solve problems by throwing dollars at them.

The Nixon appointees continued the propaganda war against social programs, attacking what they called welfare "cheats" and foodstamp "chiselers" and the "loafers" drawing jobless pay and condemning the Medicare "mess."

President Ford extended the scare campaign, warning of the dangers of "Big Government."

The largely conservative news media helped perpetuate the myths, seeking out stories of the woman in a fur coat showing up for her unemployment check, or the welfare family watching color TV, as indicative of the whole.

Unfortunately, many leading newspapers are reporting the current congressional debate over job-creation programs in the same vein.

The cynical contention is that members of Congress want to expand the public works program to about $4 billion because it enhances their standing with the voters back home and will get them re-elected via the old "porkbarrel." The projects are "make-work" and "leaf-raking" and "boondoggles" for people too lazy to get out and search for work, the conservative arguments go.

But the longer America's recession continues, the hollower those notions sound.

The fact is that public works projects and other job-creation programs are badly needed. The major cities and many towns have been deteriorating for years as outlays by state and local government for new construction steadily declined from $161 per capita in 1968 to $102 per capita in 1976.

Congress, over President Ford's veto, appropriated $2 billion for public works last year. It is not enough, but it is being put to good use.

About $500 million of it is enabling 468 towns and cities to build courthouses, town halls, municipal offices, libraries, parking facilities and community centers. Nearly $375 million will help 268 communities build schools. Some 473 governments will get $400 million for water and sewer systems, treatment plants and storm drains. Another 49 communities will receive $62 million for hospitals, clinics and nursing homes. And $100 million will help 133 communities build police and fire stations, jails, prisons and other facilities.

But most cities and towns with high unemployment lost out. A total of 3,300 communities sought $3 billion to build schools; 3,000 towns and cities wanted $2.7 billion for public buildings; 3,900 communities needed $3.4 billion for water and sewage systems and 2,445 governments asked for $1.8 billion for roads, bridges, highways and sidewalks.

These are real needs, and they explain why Congress is expanding the public works component of the Administration's economic stimulus package.

The crisis in America will remain as long as so many people remain unemployed while so much needs to be done—and until their leaders respond to the real needs of the nation.

MORE INSPECTORS to monitor employer hiring practices would spur implementation of federally mandated programs to assure equal job opportunities for handicapped Americans, Lawrence Smedley, center, associate director of the AFL-CIO Dept. of Social Security, said. Questioning him on Labor News Conference were Rachelle Patterson of the Boston Globe and David Prosten of Press Associates, Inc. The weekly radio interview is produced as a public service by the AFL-CIO.

PUBLIC EMPLOYEES should have the same rights to full collective bargaining as do workers in the private sector, Labor Sec. Ray Marshall declared at a meeting of the executive board of the AFL-CIO Public Employee Dept.

Public Employee Dept. Sets Legislative Parley

Bal Harbour, Fla.—The AFL-CIO Public Employee Dept. has called a national legislative conference for Mar. 29-30 in Washington to help win passage of a nine-point program in the 95th Congress.

The department's executive board in session here said that a new Congress and a new Administration hold the promise of an "activist federal government reacting with vigor to solve the problems" confronting the nation and its public workers.

The legislative conference will deal with a program designed by the board, a program that represents the "consolidated viewpoints" of the 29 unions affiliated with the department, the board said. The program includes:

- Liberalization of the Hatch Act which currently restricts the political activities of federal and postal service workers.
- Development of a federal urban policy to meet the needs of state and local governments including welfare, education, transit and finances.
- Collective bargaining legislation for federal employees.
- Collective bargaining for state and local government workers.
- Proposals to improve the U.S. Postal Service including a federal subsidy, presidential appointment of the postmaster general, abolition of the Postal Board of Governors and opposition to private mail delivery plans.
- Occupational safety and health coverage for all public employees.
- Public sector pension reform.
- Protection of wage-setting mechanisms for blue collar workers and reaffirmation of the Federal Pay Comparability Act and assurance that the law will function as originally conceived.
- Social Security coverage of public employees and opposition to withdrawal of coverage by state and local governments.

The board also approved a comprehensive study of occupational safety and health practices in the public sector and issued an evaluation of the constitutional basis for enactment of a federal collective bargaining law for state and local government workers.

The board pointed out that many of its legislative proposals are included in the 1976 Democratic Party platform and that President Carter is "committed to the goals and ideals" outlined in that platform.

States, Cities Hit on Social Security Cutoff

Bal Harbour, Fla. — State and local governments shouldn't be able to cancel their workers' social security coverage, the AFL-CIO Executive Council said.

Social security coverage for employees of municipal and state governments is optional and more than 200 public employers have served notice of their intent to withdraw from the system in order to reduce budget costs.

The Executive Council expressed labor's concern at this threatened cutback in protection that could mean the loss or reduction of future retirement benefits for workers and survivor protection for widows and children. It would also mean an unfair shifting of cost to other covered workers to compensate for benefits that will remain due for public workers previously covered.

"Social security protection of public employees should not be wiped out by the unilateral action of their employers," the council said. "Once coverage is elected, withdrawal should not be allowed."

The council statement called on Congress and the Administration to "act immediately to correct this defect in the law by requiring public employers whose employees are covered by social security to maintain that coverage."

Quick Action Urged on 4 Vetoed Bills

(Continued from Page 1)

American-flag vessels.

The council termed the measure "vital" to energy independence. It would decrease reliance on foreign vessels and lessen the risk of "pollution disasters such as those recently caused by 'runaway flag' ships."

Further, the Executive Council said, it "would encourage private investment in the construction of vessels built in American shipyards by American workers to be operated by American merchant seamen."

- Strip mining protection, which was twice vetoed by President Ford. The labor-backed bill sets federal standards for state laws "to protect against environmental devastation caused by the strip mining of coal, badly needed to meet the nation's energy needs." The council said the measure "deserves prompt passage."

Bills based on the vetoed legislation have been introduced in this Congress, the council noted.

Since extensive hearings and debate on the issues were held in recent years and are on the public record, the council suggested that "it should be possible for the Congress to act expeditiously," pass the legislation "and move on to new business."

The statement urged President Carter to sign the bills into law "as soon as they reach the White House."

Boost in Job Programs:

House, Senate Vote To Raise Budget Lid

(Continued from Page 1)

nally sought by Carter, and the Administration's later proposal for $5.4 billion.

In actual outlays of money this year — as contrasted with commitments that allow work to proceed with assurance of payment—the House added $3.7 billion as compared with the original Carter figure of $1.7 billion and a subsequent $2.2 billion estimate.

These figures should not be confused with the revisions in the Ford Administration budget that Carter sent to Congress the same week the House and Senate were acting on changes for this fiscal year. The Ford budget and the Carter revisions apply to the fiscal year that will start next Oct. 1.

Apart from the doubling of available public works funds, the House budget—and in most cases the Senate version as well—includes these major increases:

- Funding to double the number of public service jobs from the current 310,000 level to 725,000 as soon as possible. To assure cities and states they can go ahead with hiring plans, two years of funding authority would be granted.
- An additional $600 million for an assortment of youth training programs, many of which also will be utilized to help Vietnam veterans find jobs. The total is double the Administration's proposal.
- An additional $925 million, an amount agreed to by the President, for "counter-cyclical" assistance to cities and states with high unemployment so that needed services do not have to be reduced.

Overall, the economic stimulus added to this year's budget translates into about 1 million jobs on an "annualized" basis in which, for example, six summer jobs lasting two months each are counted as the equivalent of one annual job.

The job-creating package includes opportunities for skilled construction workers in the public works program and opportunities for unskilled and the disadvantaged through public service employment and training programs. Its counter-cyclical assistance means greater job security for public employees who have been squeezed by local and state budget cutbacks.

One generally endorsed change the House made in the accelerated public works program was to drop an allocation formula that had worked to the disadvantage of communities with the highest unemployment.

In both the House and Senate, Republicans sought unsuccessfully to substitute across-the-board tax cuts for the job-creating and economic stimulus package. These were beaten and the higher budget ceilings were then approved by a 72-20 vote in the Senate and 239-169 in the House.

Among the differences to be resolved is the Senate's allowance of the full $13.8 billion in tax relief that Carter had requested as a major part of his economic stimulus plan and a House figure some $700 million less, reflecting changes made by the House Ways & Means Committee. Also, the Senate but not the House included a subsidy to help low-income families meet this winter's high fuel bills.

Food Stamp Extension Seen as Vital to Needy

Bal Harbour, Fla.—Food stamps are vital to the health and welfare of millions of needy families, the Executive Council declared in urging President Carter and Congress to renew and improve the program. The existing law authorizing food stamps expires Nov. 30.

The council noted that while 17 million of the nation's 26 million poor depend on food stamps, the Ford Administration last year sought to cripple the program through "a barrage of false propaganda and presidential orders."

Although labor, church and other social action groups succeeded in keeping the program intact, the council warned that opponents will launch new attacks on food stamps, "once again charging widespread abuses."

The AFL-CIO supports all legitimate efforts to halt the abuses, the council said, "but we will resist attempts to kill the program in the guise of reform."

Labor will also oppose efforts to deny food stamps to needy strikers, who represent only two-tenths of 1 percent of the program participants, the council stressed.

"Attempts to deny stamps to the families of needy strikers are clearly designed to starve them back to work for daring to exercise their constitutional right to withhold their labor," the statement declared.

"Strikers must meet the same eligibility and need requirements of other applicants and have the right to obtain food stamps on the same basis as all other needy Americans."

In the renewal legislation, labor will seek to eliminate the requirement for the purchase of some stamps in order to receive free "bonus stamps." Instead, participants would get only free stamps to which they are entitled, making the administration of the program easier and reducing the possibility of abuse.

Due-Process Hearings Demanded Before Jobless Aid Terminations

Bal Harbour, Fla.—The AFL-CIO called on Congress and the Carter Administration to assure jobless workers the right to a due-process hearing prior to any termination of their unemployment insurance benefits.

Millions of jobless workers are denied unemployment compensation protection each year when weekly benefits are cut off pending the appeal of a disqualification decision, the federation's Executive Council observed in a statement.

"The disqualification is imposed without any attempt at a due-process hearing," the council said. "We believe this due-process right is guaranteed by the Constitution and should not be denied to people just because they are unemployed."

Under current practice, a jobless worker may be disqualified and weekly benefit payments terminated if a state claims examiner is dissatisfied with any of his responses to questions about his ability, availability, and willingness to accept suitable work. The unemployed worker must undertake an active search for work, and must not refuse to accept work.

If he is disqualified for benefits, the jobless worker receives a written notice of the denial and is informed that any appeal must be filed within a fixed period—usually 10 to 15 days. Jobless workers who fail to read the notice, or who fail to file an appeal within the specified time, lose all their benefit rights.

Even if the jobless worker is given a hearing and wins the appeal, benefit payments are not resumed until after an administrative decision in his or her favor. During this period, unlimited in the federal law, a jobless worker may be left destitute.

The council pointed out that the Supreme Court has held that welfare recipients are entitled to a due-process hearing prior to termination of their benefits, and that payments must be made until a final decision is rendered on their appeal. Social security beneficiaries, too, are accorded hearings as a matter of right by the Health, Education & Welfare Dept. prior to benefit termination.

"However, the Dept. of Labor, which administers federal responsibilities relating to unemployment insurance, has not followed HEW's lead," the council said. "As a result, many unemployment compensation claimants have their benefits arbitrarily terminated without a prior hearing."

Since the courts have failed to act, the council said, Congress and the Administration should step in to provide jobless workers the right to a hearing prior to the termination of benefits.

Oil Cargo Policy Pressed:

Maritime Trades Program Seeks Curbs on Runaways

Bal Harbour, Fla.—A national maritime policy keyed to the requirements that 30 percent of U.S. oil imports be carried in American ships and that effective controls be placed on runaway foreign-flag vessels was called for by the Maritime Trades Dept.

The department's executive board adopted a series of statements at a two-day meeting here spelling out the problems facing the maritime industry and proposing a series of legislative solutions.

Adoption of the programs, the board said, would provide "several hundred thousand new jobs" in the maritime industry without new federal budget expenditures and would improve national security in terms of merchant marine strength.

Carrying 30 percent of U.S. oil imports in U.S. vessels, the board said in a statement, would mean "134,000 shipyard man-years of employment, 400,000 man-years of work in allied industries and 5,000 shipyard jobs for the next 20 to 25 years."

In addition to the policy statements the board heard from a number of speakers including Labor Sec. Ray Marshall who said he recognized the importance of the maritime industry to the national economy and to national defense. He stressed his concern that no one should get a competitive advantage by lowering labor standards and said the Labor Dept. would need all the help possible in enforcing standards such as occupational health and safety.

The MTD received a pledge to work for an expanded merchant marine from Rep. John M. Murphy (D-N.Y.), chairman of the House Merchant Marine Committee, who assailed the "Republican White House" for defeating recent efforts to increase the number of U.S. ships carrying oil imports and other cargo and asserted his commitment to building a strong merchant marine.

In addition to an increase in U.S. ships carrying oil imports, the board stressed the need for bilateral agreements to have U.S. ships carry a "substantial share" of dry bulk cargoes.

It called for an end to the practices that allow major U.S. oil companies and other multinational operations "to dodge U.S. taxes and union workers by using foreign-flag ships."

It urged that all tax laws that allow U.S. operators of foreign-flag vessels to receive benefits from foreign operations be repealed and that subsidy programs and other financial incentives be designed to achieve "competitive parity" between U.S. and foreign flag fleets.

The board called also for application of the Jones Act to the Virgin Islands, currently exempt from the act's requirements that shipping between domestic ports be on U.S. ships; urged continuation of the National Maritime Council, and called for an end to government competition with the private shipping industry.

In other statements, the board meeting presided over by MTD President Paul Hall approved statements:

- Calling for congressional hearings to demonstrate the negligence of the U.S. Coast Guard in protecting the safety of life at sea and calling for new regulations on the three-watch system, inspections and manning standards.
- Urging amendment of the Mammal Protection Act of 1972 to allow reasonable fishing operations by U.S. tuna fishermen.
- Supporting the Trans-Alaska gas pipe line as the best possible choice to bring Alaska gas to American markets including construction of the line and support facilities and a terminal in Southern California to receive liquid natural gas (LNG) imports.
- Opposing an increase in tolls on the St. Lawrence Seaway by the Canadian government.
- Urging a comprehensive federal energy policy keyed to limiting the ability of oil companies to monopolize alternative fuel sources. The statement called for increased U.S. refining capacity and the shipment of 50 percent of all liquefied natural gas on U.S.-flag vessels.

The meeting also assailed current U.S. trade policies and called for increased tariff and quota protection for the American shoe and television industries as well as protection for service industries.

There were statements also on strict enforcement of safety and occupational health standards, renewal of the food stamp program and an increase in the minimum wage to at least $3 an hour.

OIL CARGO BILL that former President Ford vetoed last year will be a major legislative goal of the AFL-CIO Maritime Trades Dept. President Paul Hall, who heads the Seafarers, presides over the department's executive board session in Bal Harbour, Fla.

New Food Trades Dept. Outlines Key Objectives

Bal Harbour, Fla.—The formation of local councils was given a top priority by the executive board of the AFL-CIO Food & Beverage Trades Dept.

The new department's board meeting here announced plans also for the launching of a publication, set dates for its 1977 convention, began to map a legislative program and dealt with other questions involving the group composed of 12 AFL-CIO unions.

The department's role was spelled out by President James T. Housewright at a session with Labor Sec. Ray Marshall. Housewright, also president of the Retail Clerks, said the department will be involved "in appropriate research, legal and public relations activities" as well as programs "to foster the development and growth" of its affiliates.

Marshall told the board of the current priority of the Labor Dept. to reduce unemployment and outlined the general aims of the Carter Administration.

Housewright and Department Sec.-Treas. Daniel E. Conway, president of the Bakery & Confectionery Workers, indicated that legislative, organizational, political and educational functions will be carried out by the new group. The department announced its participation in the coordinating committee recently set up by the AFL-CIO Dept. of Organization & Field Services.

The board announced that it will hold a convention Dec. 1-2 in Los Angeles, a time when other federation departments will be holding meetings.

Robert Harbrant, the department's executive director, said the overall aim is to "speak in a clear and responsible way on behalf of unions in the service industry." He said the department would assist in jurisdictional matters where possible as part of its role to coordinate the best interests of its affiliates.

The board approved a set of rules governing local councils and called on locals of affiliated unions to "respond affirmatively and promptly" to help build strength across the country.

The board also approved a plan to back legislation that would produce a coordinated research program to promote and improve human nutrition through use of wheat and wheat products and backed a bill to set up a national tourism policy study.

Pension Law Changes Asked to Correct Flaws

Bal Harbour, Fla.—Two years of experience under the pension reform law has shown the need for some amendments, the AFL-CIO said.

An Executive Council statement found especially irksome the dual administration of the law, with responsibility currently divided between the Labor Dept. and the Treasury Dept.

This dual administration "is not working well," the council said. It urged that the law's administration be placed "solely in the Dept. of Labor."

The council noted that the Labor Dept. is the government agency charged with "protecting the welfare of the workers," which is or should be also the major goal in administration of the Employee Retirement Income Security Act, the formal title of the pension reform law.

Other areas in need of corrective amendment were also detailed in the statement.

Under present law, the council noted, pension funds must go through intricate, costly and time-consuming procedures in order to get permission to carry out some routine and desirable transactions. This could be corrected without reducing safeguards against improper transactions, the council suggested.

The statement also urged an amendment that would reduce the number of pension plan terminations in declining industries by allowing a partial termination, with the Pension Benefit Guaranty Corp. assuming the past service liability for workers not currently employed while allowing the pension plan to continue to protect active employees and beneficiaries.

While urging improvements, the AFL-CIO statement reiterated support for the goals of the law and said its protections have "proven beneficial to workers and their families."

Soviet Merchant Fleet Seen Increasing Lead

Bal Harbour, Fla.—The AFL-CIO, warning of a threat from the Soviet buildup of its merchant marine, called on American leaders to strengthen the deteriorating U.S. merchant fleet.

"The Soviet drive for dominance of the seas at the expense of the commercial health and military posture of all the nations of the free world is a matter of grave concern," the federation's Executive Council declared in a statement.

"A healthy U.S.-flag merchant fleet is crucial to the vitality of our national economy." Compared with the Soviets, "we are losing ground," the council said.

"Unless our maritime strength is rebuilt and reconditioned through modernization and new construction, it will no longer be able to serve as a major force in our international trade and to support our naval forces in time of need," it said.

The council urged the nation's leaders to take action to guarantee an ocean transportation capability sufficient to serve defense needs in time of national emergency, adequate to serve U.S. ocean transportation needs in the interest of the economy, and equal to the task of maintaining the U.S.-flag presence in the oceans of the world as an instrument of U.S. international political policy.

The buildup of the Soviet merchant marine directly follows the USSR's massive expansion of its navy, which already outstrips U.S. forces in number of craft, the council observed. In the past decade, the Soviet merchant fleet has doubled in size to 17.8 million deadweight tons, while the U.S. fleet declined slightly to 14.9 million, the council said.

By 1980, the Soviets project increasing their fleet to 22-23 million deadweight tons, the AFL-CIO noted. The reason for the rapid expansion, the council charged, is to protect and further Soviet interests, many of which are in direct conflict with the West.

Russia will continue to seek advantage from Western decline around the world through two of her most useful instruments of policy, her merchant and fishing fleets, the AFL-CIO warned.

"The American merchant marine is confronted with a situation in which western shipping interests face a competitor which is unique in size, power and political strength, based on a state monopoly with regard to its own trade and dominance in bilateral trades," the council asserted. "It is futile to assume that commercially operating private shipowners are in a position to cope with such an opponent."

Mutual Network Locks Out IBEW

Arlington, Va.—Mutual Broadcasting System, Inc. locked out 37 union broadcast technicians and engineers in terminating its contract with Local 1200 of the International Brotherhood of Electrical Workers, the union reported.

Local Business Manager Larry Rimshaw said Mutual took the unilateral action Feb. 22 after IBEW members had rejected the company's final proposal to cut its network technical staff in half over the next 18 months and to a quarter in the subsequent 18-month period.

As a result of the MBS action, the AFL-CIO has withdrawn its weekly public affairs interview, Labor News Conference, from the Mutual radio network. The program will continue to be broadcast over other stations not affiliated with Mutual.

Stepped-Up Union Label Campaign Set

Bal Harbour, Fla.—An increased effort to generate public support behind buying domestic, union-made products was approved by the executive board of the Union Label & Service Trades Dept.

Support of the union label campaign, the board said, will help stimulate the economy and create job opportunities if coupled with greater government attention to the problems of job loss as a result of imports and relocation of production facilities overseas.

Labor Sec. Ray Marshall told the board he would try to make the case for a reasoned trade policy which preserves domestic jobs clear throughout the Administration. Marshall discussed the current high level of unemployment and expressed an understanding of the relationship of unregulated imports and joblessness.

Earl D. McDavid, the department's secretary-treasurer, told the board that nearly 2 million persons have been shut out of the labor force for reasons related to imports. He added that thousands of manhours have been lost in the construction industry because of plant relocation overseas.

In addition to stepping up its union label campaign, the department said it will continue to publicize the union label efforts of each of its affiliates.

Real Earnings Plunge:

Retail Price Spurt Worst in 18 Months

By James M. Shevis

The federal consumer price index rose at a seasonally adjusted annual rate of nearly 10 percent last month, the fastest clip in 18 months, the Bureau of Labor Statistics reported. Actual price increases may have been much higher, the government said.

In reporting changes in retail prices for January, the bureau warned that because some prices were collected early in the month, particularly those for food, the CPI did not reflect the "full price impact of the severe winter weather that affected much of the nation in late January."

BLS took last month's price sampling on Jan. 4, 5, and 6 before the Deep Freeze set in. This month's survey, the results of which will not be released until Mar. 18, was taken on Feb. 1, 2, and 3.

If an acceleration in the inflation rate were not bad enough, the average worker also suffered a decline in purchasing power in January, as real spendable earnings fell 1.1 percent from the December level, the sharpest one-month slide since January 1974 when a similar decline occurred.

Meanwhile, the Commerce Dept. reported separately that economic growth in the final three months of 1976 was even slower than initially reported, with real gross national product rising at an annual rate of 2.4 percent rather than 3 percent.

The drop in real spendable earnings put take-home pay after allowance for inflation at $91.20 a week for the average worker with three dependents. This was 98 cents less than in December, 40 cents less than January 1976 and even below the $91.32 average for the calendar year 1965.

BLS attributed the 1.1 percent decrease in real earnings to higher payroll and income taxes and layoffs caused by the coldest January in the nation's history.

The increase of eight-tenths of 1 percent in the consumer price index — the largest one-month gain since July 1975 — was double the December rise and compared with advances of three-tenths of 1 percent in September, October, and November. If retail prices were to continue to rise at the January rate, the nation would have an annual inflation rate of 9.6 percent.

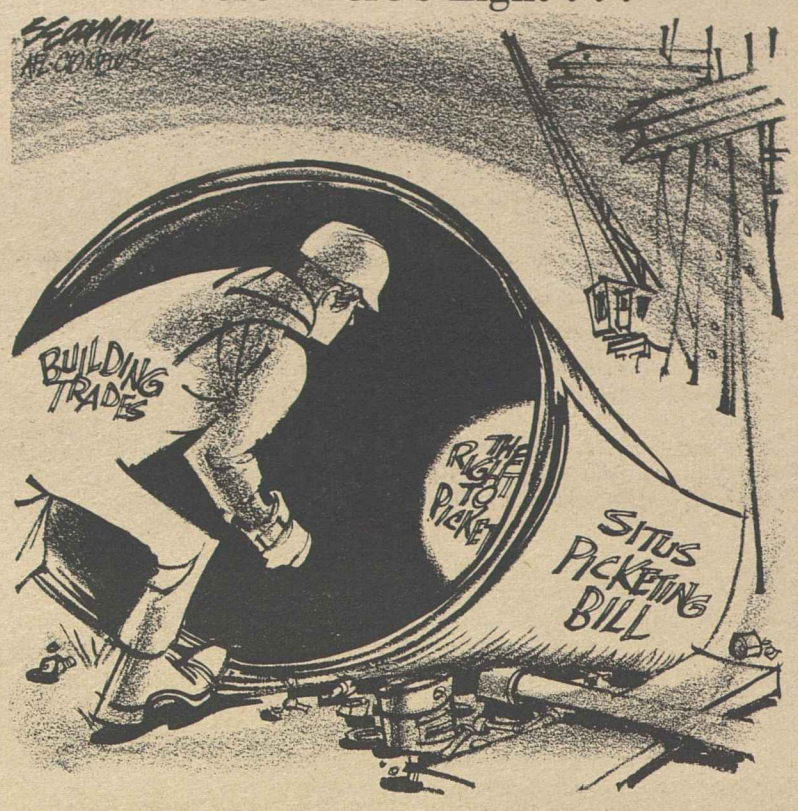
The jump in food prices, nine-tenths of 1 percent, was the steepest since an identical increase in October 1975. Charges for services also rose nine-tenths of 1 percent, the most since a 1.1 percent increase in January 1976, while prices of nonfood commodities increased seven-tenths of 1 percent, the largest rise since an eight-tenths of 1 percent advance in July 1975.

BLS reported January price increases for most types of foods purchased in grocery stores.

Among nonfood items, prices were up for most commodities except gasoline. Fuel oil and coal increased 2 percent over the month —an annual rate of 24 percent.

Higher property taxes and natural gas rates accounted for more than a third of the increase in the services component. Property taxes rose 3.9 percent over the month, reflecting property reassessments or tax rate increases in many cities, including Los Angeles, Cleveland, and New York. Natural gas prices were up 2.3 percent over the month, or at an annual rate of more than 27 percent.

Where There's Light . . .



Carter Budget Cancels Many of Ford's Cuts

(Continued from Page 1)

visions for Carter's economic-stimulus package to lower unemployment and promote economic growth. The package provides for $15.7 billion in tax reductions and increased outlays this year and $15.9 billion next year.

The budget revisions also allow for a $50 per capita rebate on personal income taxes, an increase in the standard deduction, business tax cuts proposed by the Administration, expanded training and employment programs, increases in public works funding, and additional money for countercyclical revenue-sharing grants to state and local governments.

In a message accompanying the budget revisions, Carter said the 1978 budget "is essentially still President Ford's budget," but the revisions "are important first steps toward a federal government that is more effective and responsive to our people's needs."

The $19.4 billion increase over Ford's budget would boost the federal deficit to $57.7 billion, or $10.7 billion more than Ford's plan.

The Carter revisions restore $7.9 billion of $12.4 billion in spending cuts proposed by Ford in a number of social, education, and employment programs. Another $2.4 billion in new Carter initiatives would go primarily to offset an increase in estimated interest on the federal debt.

Eight billion dollars more represents the job-creation package unveiled by Carter last month, while the remaining $1.1 billion of the overall $19.4 billion budget increase constitutes re-estimates of items in the Ford budget resulting from more up-to-date information on likely program costs.

The $7.9 billion restoration of funds in the social welfare area would put back money for programs such as Medicaid, Medicare, education, food stamps, veterans' benefits, child nutrition, and public service jobs.

Carter also put in abeyance Ford's recommendation for increased social security taxes, and introduced measures to help control "unacceptable" inflation in medical costs.

In the energy field, Carter proposed budget revisions to reflect greater emphasis on conservation, development of non-nuclear power sources, and on an expansion of the nation's petroleum storage program.

Carter also proposed a $300 million reduction from the Ford budget in actual defense spending and a $2.7 billion cut in Pentagon appropriations. While trimming the military budget slightly, Carter kept in a $125 million item to improve the readiness of the North Atlantic Treaty Organization.

Labor Presses For Job Injury Aid Standards

Bal Harbour, Fla.—The AFL-CIO renewed its recommendation for federal standards governing workers' compensation insurance, declaring they are essential to provide an adequate program for all injured workers.

"Today, many injured workers, their dependents and, in some cases, their survivors, are forced to the courts for protection through third-party suits for damages, because of inadequacies in state workers' compensation programs," the Executive Council noted in a statement here.

"Enactment of federal standards would eliminate many inadequacies in the present system and establish a nationwide system of adequate, equitable workers' compensation, restoring it as the exclusive remedy of injured workers and making uncertain and often inequitable alternate remedies unnecessary."

For many years, the council observed, the AFL-CIO has recommended universal coverage and a broad range of other improvements in workers' compensation. Despite the determined efforts of state federations to improve the system, "we are convinced that federal standards are needed to provide an adequate program of workers' compensation for all workers," the council said.

Bancroft Co. Products on Boycott List

Bal Harbour, Fla.—The Executive Council has endorsed the Carpenters' boycott of Bancroft Manufacturing Co. products—aluminum doors, sashes and other extruded aluminum home building items—because of the firm's refusal to negotiate a fair agreement with its workers.

Bancroft employees at plants in McComb and Magnolia, Miss., who chose the Carpenters in a 1971 National Labor Relations Board election, have sought for more than five years to work out a settlement with the company. After years of attempting to get the company to negotiate and the NLRB to enforce the law, 500 Bancroft production and maintenance workers at the Magnolia plant walked off the job on Jan. 16.

The council noted that Bancroft's mistreatment of its workers and its flagrant violation of labor law were documented in congressional hearings last year. The abuses had such an impact on workers, the council observed, that only one-third of those who voted in the representation election were still working when the strike started last month.

Bancroft had refused even to come to the bargaining table until 1976 when the NLRB general counsel threatened the company with contempt proceedings.

In expressing support for the striking Carpenters, the council called on all AFL-CIO union members to observe the Bancroft boycott and urged the labor press and Union Label & Service Trades Dept. to promote labor's effort.

Improved Job Security Provisions Head CWA Bargaining Thrust

The Communications Workers, concerned about a workforce decline of nearly 100,000 over the past three years, set better job security as the number-one goal in its bargaining this year with the telephone industry.

CWA President Glenn E. Watts told a news conference the union will push for a reduction in hours with no loss in pay or more days off each year to spread the available work, thus keeping more workers employed.

The union, which represents about 500,000 employees in the industry, will bargain nationally with the American Telephone & Telegraph Co.'s Bell System, Western Electric, Bell Laboratories, and AT&T's Long Lines Dept. in talks scheduled to open in Washington this spring.

Watts told newsmen the industry can well afford an hours reduction because its productivity has risen at an annual rate of 6.6 percent since 1970, a rate well above that for the economy as a whole.

"We want to get our fair share," Watts said. "We want to claim a partnership of opportunity with a productive and expanding industry."

Watts said that the number of workers employed by the Bell System fell from 1,022,608 in December 1973 to 927,309 in December 1976, a reduction of 95,299 employees. "That is a shocking figure," he said.

Other goals drawn up by CWA's 74-member Bell System Bargaining Council during a three-day meeting include an adjustment of present wage inequities between men and women employees in the industry, a substantial wage boost, an improved cost-of-living allowance, pension improvements, better accident and disability insurance, and a realignment of job titles.

CWA holds 32 contracts with various AT&T units, all of them expiring on Aug. 6. About 55 percent of the workers covered by the pacts are women.

In announcing the union's 1977 bargaining goals, Watts said that the CWA hopes for an early settlement, but plans precautionary steps in the eventuality of a strike. He said the union will commission an independent study of the consequences of a national telephone strike this year and will take an early strike vote—"well before the expiration" of current contracts.

He warned that a potential strike issue looms in the area of pensions where the union is seeking cost-of-living adjustments for retired workers. If it came to a strike, Watts predicted a walkout would have a substantial impact on company earnings and operations.

The union's last strike against the industry was in 1971 when workers stayed off their jobs for six days. In 1968, the union struck for 18 days.

In seeking "a realignment that would treat all employees more fairly," Watts said the union would focus on the need to upgrade many jobs that historically have been considered "female jobs," jobs such as operator, service representative, and clerk.

He said a recent CWA study showed great disparity in wages paid men and women for comparable work.

CWA and the Bell System first bargained nationally in 1974. After a master agreement is reached, local bargaining committees will negotiate separately on items of special concern to the 32 individual operating companies.

GOP Wins Bergland's House Seat

Republican Arlan Stangeland won election to the House from the rural Minnesota district that had been represented by Bob Bergland before he joined the Carter Cabinet as Secretary of Agriculture.

Nearly complete returns gave him a comfortable 71,200 to 45,300 lead over Democrat Michael J. Sullivan, a former legislative aide to Bergland and Vice President Walter M. Mondale when he was a senator.

Two other special elections are scheduled to fill House vacancies resulting from Cabinet appointments —in the Georgia district that had been represented by Ambassador to the United Nations Andrew Young and the Washington state district of Transportation Sec. Brock Adams.

Correspondence about address corrections should be sent with attached mailing label to: AFL-CIO Subscriptions, Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

2-26-77

Labor Drafts New Agenda On Nation's Critical Needs

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VLADIMIR BUKOVSKY, the exiled Soviet dissident, thanked the American labor movement for its long-standing campaign for human rights throughout the world at a meeting with the AFL-CIO Executive Council in Bal Harbour, Fla. From left are Federation Sec.-Treas. Lane Kirkland, interpreter Vladimir Telnikoff, Bukovsky and President George Meany. **(Story, Page 4.)**

Broad Program Set in Key Areas

By Saul Miller

Bal Harbour, Fla.—Policies designed to deal with unemployment, energy, welfare, health, crime and other problems affecting the lives of American workers were placed on the national agenda by the AFL-CIO.

The federation's Executive Council called on Congress and the Carter Administration for a series of actions to help bring the policies and programs to realization and strengthen the nation's economic, social and political institutions.

As the council wound up its six-day midwinter sessions here after dealing with 48 resolutions, many accompanied by carefully developed background papers, AFL-CIO President George Meany summed up:

"Everything that affects American lives we have an interest in. . . . The American labor movement . . . is changing to meet the changing conditions in the American economy."

Earlier the council had called for a broad program of change in the nation's labor laws, in its approach to social insurance and to the political process.

In the international arena it reaffirmed its strong opposition to apartheid and called on South Africa and Rhodesia to begin the transition to majority rule.

It reaffirmed also the AFL-CIO's traditional concern for a strong national defense in supporting full funding for the B-1 bomber program, and it welcomed Russian dissident Vladimir Bukovsky, emphasizing the on-going concern for human rights and opposition to all forms of totalitarianism and oppression.

Meany underscored the position, telling reporters in reference to Soviet dissidents that the idea that their conditions can be improved by "being nice to the Soviet Union . . . is completely ridiculous. It's like saying that you can improve the conditions of the inmates of the jail by drinking champagne with the jailer."

To make a start on solving the problems of unemployment, the council called for a $30 billion economic stimulus program that would provide two million jobs, including substantial increases in existing programs for training and employment of youth and new programs to help "solve the structural unemployment problems of young people."

It commended President Carter's request for additional funds for housing as a reversal of Ford and Nixon policies, but said more needs to be done, offering a six-point program and opposing financial "reforms" that would reinforce tight money policies.

A renewed call for tax justice, the closing of loopholes and preferences was coupled with a program to revitalize the economies of the large older cities and the need for a federal commitment to low-cost, efficient public transit systems that will improve urban mobility and create jobs.

The AFL-CIO's support of healthy, fair trade that will build a strong economy, opposition to the export of American jobs and industry and the need for relief for injury already sustained were spelled out along with proposals to renew the expiring multifiber agreement with modifications designed to stop further job loss and market disruption.

In the critical area of energy the council endorsed the Adminis-

(Continued on Page 3)

Protest Hits J. P. Stevens Labor Policy

New York—The illegal hiring practices and anti-labor policies of J. P. Stevens & Co. came under heavy attack here Mar. 1 by hundreds of AFL-CIO union members and a wide range of religious groups during the company's stockholders' meeting.

More than 2,000 pickets marched and chanted demands for social justice for workers in Stevens's southern textile plants, encircling the Stevens Tower headquarters near Times Square during the stockholders' meeting.

Throughout the demonstration and stockholders' meeting, church representatives and trade unionists roundly and repeatedly leveled attacks and criticism at the hiring

(Continued on Page 11)

New Cabinet Post:

Carter Plan Backed For Energy Agency

Bal Harbour, Fla.—The AFL-CIO endorsed the Carter Administration's plan to consolidate the nation's present fragmented energy bureaucracy into a new Cabinet Dept. of Energy, saying that such a restructuring is "badly needed," and will provide "a better and more efficient mechanism for creating and implementing energy policy."

In a statement adopted by the Executive Council here, the federation said that development of energy sufficient to meet the country's needs is "one of the most serious domestic problems facing America in the years ahead."

"How America copes with the situation will have an overwhelming effect on the nation's economic well-being," the council said.

Carter submitted his proposal to Congress on Mar. 1, and estimated that the new department would require about $10.6 billion and some 20,000 employees in fiscal year 1978. The department would absorb the functions of three existing agencies—the Federal Energy Administration, the Federal Power Commission, and the Energy Research & Development Administration—"whose missions overlap and sometimes conflict."

The department also would assume the energy-related duties now performed by some 20 other federal agencies, including the Interstate Commerce Commission, the Securities & Exchange Commission, and the Depts. of Defense, Interior, Commerce, Agriculture, and Housing & Urban Development.

Carter told reporters that the proposed new department would make it possible "to evolve quickly an energy policy," which he said he would make public by Apr. 20.

White House energy chief James Schlesinger is expected to head the new department.

In endorsing the Administration's plan, the Executive Council urged the President to set in motion a comprehensive program that "will move the nation on the road to energy security."

"This is not a time for muddling

(Continued on Page 8)

Meany Spells Out Case For Labor Law Reform

By James M. Shevis

The AFL-CIO's drive to restore balance, fairness, and equity in the nation's basic labor laws should not cause a moment's concern for employers who have obeyed the National Labor Relations Act, Federation President George Meany declared.

"In fact, what we propose will benefit you," Meany told representatives of industry attending a Washington dinner commemorating the 30-millionth vote cast in a National Labor Relations Board election. "For the employers who will resist us are cutthroat competitors of every decent corporation in America," he said. "They compete by exploitation, and it is exploitation of human beings that we are determined to halt."

The Mar. 2 dinner, which also honored the NLRB's 32 regional directors who conduct the board's secret-ballot elections, drew 1,500 leaders of government, labor and industry.

Meany told the gathering that in the 42 years since the Wagner Act was enacted, unscrupulous employ-

(Continued on Page 10)

Wage Control Revival Draws Firm Rejection

Bal Harbour, Fla.—The AFL-CIO Executive Council voiced strong support for President Carter's rejection of the notion of wage and price controls, and warned against any "backdoor approach" to economic restraints such as prenotification of wage and price changes.

At the same time, the council urged the President to do away with so-called inflation watchdogs of the Nixon-Ford era such as the Council on Wage & Price Stability and "inflation impact" statements, which have proved to be mere "gimmicks."

"The President's rejection of wage and price controls was a positive sign to the American people that he would not follow the false lead of Nixon," the council said in a statement detailing labor's program to restore the economy.

The price increases of recent years, including the double-digit inflation of 1974, did not result from excess demand, shortage of workers, excessive wage increases or federal deficits, the council declared. The major causes were the prices of fuel, food, and interest rates, "which the government could have controlled."

"They were aggravated by the slowdown in the pace of productiv-

(Continued on Page 11)

More Aid for Mass Transit Called 'Must'

Bal Harbour, Fla. — Expanded federal aid for mass transit is a "must" in the nation's overall program to improve urban mobility, create jobs and conserve energy, the AFL-CIO Executive Council declared here.

The council, calling upon President Carter and Congress for an increased federal commitment to public transit systems, urging expansion of the Urban Mass Transportation Act to provide not less than $2.3 billion a year over a five-year period.

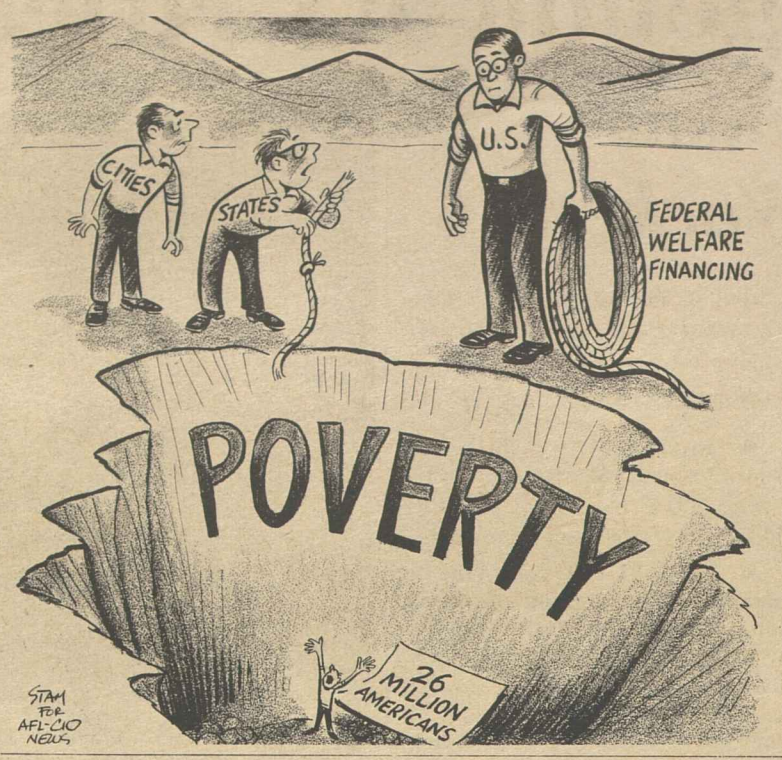
"Federal transit aid programs have made an important start in providing urban areas with improved public transportation and reducing almost total dependence on the automobile as a major means of rush-hour travel," the council said, "but much remains to be done."

To insure continuation and expansion of those vital transportation services, the council urged a revision in the formula grant program for operating assistance to assure more equitable distribution of federal funds on a per-rider basis.

In addition, the statement said, "the interpretation, administration, and application of the labor-protection provisions included in the Urban Mass Transportation Act and related programs are, and must remain, the exclusive responsibility of the Department of Labor."

Also, the council urged, any program of expanded federal aid for mass transit must assure that each level of government "shall preserve and promote the collective-bargaining process, which must be left to local self-determination between the industry and the unions representing the workers."

'We Need a Lifeline!'



Added Funds Sought For Aid to Education

Bal Harbour, Fla.—Full funding of federal aid to education programs was pressed by the AFL-CIO as essential to the goal of "equal access to all levels of education for every American who seeks and can benefit from that education."

To achieve equal educational opportunity, the Executive Council said, more funds are needed for elementary and secondary education, for higher education and for adult education.

Its statement noted that federal aid as a percentage of total education expenditures declined during the Nixon-Ford years, a period marked by repeated attempts at budget-cutting and six presidential vetoes of education funding bills.

"This trend must be reversed," the council declared.

In specific areas, the AFL-CIO:

- Asserted that the "Title I" program that carries the largest funding for elementary and secondary education should continue to improve educational opportunity for the economically disadvantaged and not become "a generalized supermarket of programs catering to wealthier suburban school districts."
- Asked full funding of school construction and remodeling programs, and urged special attention to eliminating architectural barriers to the handicapped and to improve insulation and energy conservation.
- Expressed concern at the "widening gap between the costs of higher education and existing programs to help students" and urged maximum funding of both student and institutional aid programs.
- Opposed any career education legislation that would "undermine fair labor standards and child labor laws by promoting unpaid 'work experience' for students." A pending bill would be acceptable only with an amendment to guard against circumvention of standards.
- Called for enlarged efforts to meet the needs of adults through the education system, whether the object is a return to school to obtain a high school diploma, seeking new careers or simply expanded knowledge.

The council statement also expressed the AFL-CIO's support for full funding of impact aid to school districts, vocational education programs, bilingual education and aid for handicapped children.

It said effective federal programs are needed "to remove the barriers of race, sex, finances and neighborhood."

Postal Service Subsidy Asked to Restore Role

Bal Harbour, Fla.—The AFL-CIO asked Congress to restore a public service emphasis to the U.S. Postal Service.

An Executive Council statement assailed the "mistaken belief" that the postal service must pay its way or make a profit. It blamed the profit emphasis for cutbacks in services and constantly rising postage rates.

Because of "seemingly endless postal rate increases," the council said, publications of unions and other non-profit organizations are being forced out of existence.

To restore a public service emphasis, the AFL-CIO called on Congress for legislation that would include these provisions:

- A public service subsidy of not less than 20 percent of estimated postal revenues should be appropriated by Congress each year.
- The Postmaster General, who now is hired by the Board of Governors and "insulated from responsibility to the people," should be appointed by the President and confirmed by the Senate. But to avoid recurrence of the political patronage system, the Postmaster General should serve a fixed term and not be a member of the President's Cabinet.
- The Postal Rate Commission should be abolished and there should be congressional review of rate increases and service cutbacks.
- If the Board of Governors is retained, it should be reconstituted as a tripartite board representing postal workers, mail users and the general public. It should be a full-time body appointed by the President and confirmed by the Senate.
- Steps should be taken to prevent further erosion of the first class mail monopoly of the U.S. Postal Service by private industry.
- Collective bargaining for postal workers should be retained. "For years, low postal rates were subsidized by low wages. . . . We will vigorously oppose any return to that system."
- A ceiling should be set for second class postal rates of publications of non-profit groups at not more than 50 percent of the applicable commercial rate.

The Executive Council termed an efficient, government-run postal service with reasonable rates "vital if Americans are to fully enjoy the rights guaranteed by the First Amendment," which includes freedom of the press.

Cold Weather Cuts Housing Starts 27%

Housing starts dropped 27 percent in January, largely as a result of the severe cold weather, the Commerce Dept. said.

The dropoff was greatest in the frigid North Central states, falling 62 percent from the December level. The decline was 40 percent in the Northeast, 24 percent in the South and only 1 percent in the West.

N.C. Histadrut Council Honors Golden, McIver

Raleigh, N.C.—Harry Golden, author and editor, and Harold McIver, southern regional coordinator for the AFL-CIO Industrial Union Dept., were honored at a testimonial dinner here sponsored by the North Carolina Trade Union Council for Histadrut.

Golden founded the Carolina Israelite in 1939, a journal that often attacked racial bias and anti-labor attitudes in the South.

McIver, a former Steelworker, has played a key role in organizing drives at J. P. Stevens & Co. textile plants throughout the South.

To Combat Poverty:

Federal Financing Of Welfare Backed

Bal Harbour, Fla.—The AFL-CIO has called for a federally financed welfare program to bring 26 million Americans out of poverty.

Poverty and its causes are national problems and require a national solution, the Executive Council declared. States and cities with the heaviest burden of welfare dependency "cannot be expected to carry an intolerable fiscal cost for welfare." Neither should fiscal pressures on states and cities "force reductions in welfare payments to the poor and deprived," the council said.

The federation urged President Carter to "reaffirm the commitment" made by Presidents Kennedy and Johnson to eradicate poverty and called for:

- A federal income maintenance program for those poor who are unable or cannot be expected to be employed, the program to be "entirely federally financed" with payments raised as quickly as possible to at least the poverty level.
- A permanent public service jobs program and training and placement services for those who could work in paid jobs but lack education or skills.
- A strengthened unemployment insurance system for all workers with uniform and adequate national eligibility and benefit standards.
- Income support for new entrants and re-entrants into the labor force until they are properly trained and placed in adequate jobs.

The AFL-CIO, the council said, "will continue to oppose the so-called negative income tax which calls for elimination of all other assistance and support programs. We are in favor of reducing overlap and duplication and excess bureaucracy where they exist, but we object to program-trimming at the expense of the poor."

The council said that pending welfare reform, there is an urgent need for interim and immediate steps to begin to relieve human misery. These include an increase in the federal share of the cost of aid to families with dependent children as well as federal assumption of part of the cost of general assistance, allowing AFDC aid for two-parent families, and annual cost-of-living adjustments.

Pending enactment of a national health security program, the council called for federalization of Medicaid to provide fiscal relief for state and local governments.

"The AFL-CIO will support every effective action to wipe out poverty in America. First and foremost must come suitable jobs at decent wages for all who can work. But for the millions who cannot or should not be expected to work, genuine welfare reform embodying the recommendations we have made is essential," the council said.

Labor Renews Call for Real Tax Reforms

Bal Harbour, Fla.—The AFL-CIO is firmly committed to tax justice and will work with President Carter and Congress to achieve "long overdue" reforms.

An Executive Council statement charged that "gimmicks and loopholes that benefit only the wealthy and corporations" have shifted an "unfair" share of the tax burden to workers.

The council warned against adding new loopholes, which would deprive the government of funds needed for national defense and the public welfare and to rebuild the economy. Such "dubious tax schemes" as new investment credits and wage subsidies for employers are no substitute for direct job creation," the AFL-CIO said.

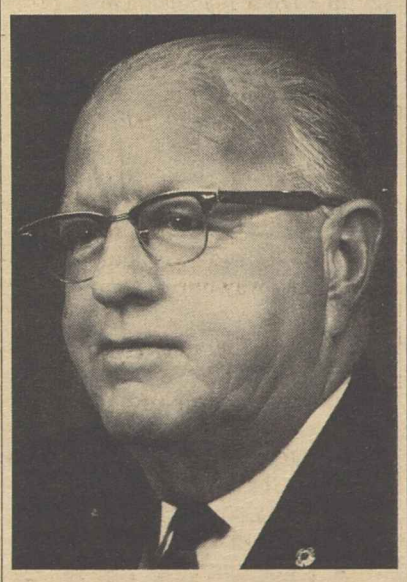
Any new tax legislation should both "make the tax forms comprehensible to the American people and restore their faith in the principles of equity and fairness," the council said. It reiterated the AFL-CIO's strong advocacy of a "progressive income tax structure based on ability to pay."

McClennan Elected To Executive Council

Bal Harbour, Fla.—Fire Fighters President William H. McClennan has been elected by the AFL-CIO Executive Council as a federation vice president, filling a vacancy on the council.

McClennan has headed the Fire Fighters since 1968 and he has been president of the AFL-CIO Public Employee Dept. since it was chartered in 1974.

The vacancy he fills resulted from the death last year of Clyde M. Webber, who had been president of the Government Employees. The Executive Council is now at full strength, with 33 vice presidents, plus President George Meany and Sec.-Treas. Lane Kirkland.



WILLIAM H. McCLENNAN

McClennan, 69, a former Boston fire fighter, has served on a number of federal commissions dealing with fire prevention and training. He was vice chairman of the National Commission on Fire Prevention & Control, whose recommendations led to passage of the Federal Fire Prevention & Control Act in 1974.

He led his own union into a period of membership growth, played a major role in winning enactment last year of a law providing a $50,000 death benefit to the survivors of fire fighters and police officers killed in the line of duty, and carried on a tradition of active union involvement in the annual Jerry Lewis Labor Day telethon for the Muscular Dystrophy Association.

Council Maps Agenda of Critical Needs

Presses Action on Problems Confronting Nation's Workers

(Continued from Page 1)

tration's plan to consolidate activities into a single department and the adoption of a comprehensive energy policy keyed to conservation, development of new supplies and continuing control of prices. It firmly opposed export of Alaskan oil to Japan and supported a Trans-Alaska natural gas pipeline route to assure new supplies.

For the first time the council called for federal standards for setting utility rates to provide equity for low and middle-income families and encourage conservation.

A call for a federally financed welfare program to help abolish poverty and ease the burden on states and cities, detailed recommendations on improving conditions in nursing homes based on an extensive report and investigation, a pledge to secure legislation to prohibit pregnancy-related discrimination, a renewed demand for a national health insurance program with control of costs highlighted council actions in the social area.

There were statements also calling for a sweeping overhaul of the criminal justice system, spelling out a 15-point program involving law enforcement, the courts and correction facilities; action by Congress to come to grips with the problem of illegal aliens; full funding and development of education programs; commendation of state and local central bodies for their roles in school desegregation; a sharp dissent from the recommendations of the U.S. Civil Rights Commission on the operation of seniority provisions in union contracts.

Occupational health and safety received attention in the form of renewed demands for adequate funding and staffing and enforcement, as did a seven-point program to restore the concept of public service to the postal system, opposition to air line deregulation that would endanger the welfare and safety of airline workers and passengers, and support for Administration requests for authority to reorganize government agencies urging consultation with the unions involved.

In internal matters, the council received a report on the operations of the Internal Disputes Plan showing the continuing success of mediation in handling a declining number of cases. The council elected William H. McClennan, president of the Fire Fighters, to its ranks, filling the vacancy caused by the death of Clyde Webber of the Government Employees. McClennan serves also as president of the AFL-CIO Public Employee Dept.

It heard a presentation by a number of trade union leaders from the Panama Canal Zone on the progress of negotiations for a new treaty on the canal and their request for support in gaining access to the negotiations in regard to labor provisions.

Earlier, the Executive Council voted a six-month special assessment of affiliated unions to finance the AFL-CIO's campaign to revise the National Labor Relations Act and overcome its pro-management tilt.

The assessment of one cent a member per month will fund establishment of a special task force to initiate and carry out programs in support of labor law reforms.

At his press conferences Meany touched on the following points:

- The J. P. Stevens boycott will be an all-out effort "not just by the Clothing & Textile Workers but by the AFL-CIO as well" to bring the corporation into line with the law and bring "social justice" to that part of the country.
- If President Carter wants to set up a labor-management advisory committee "I'd be willing to give it another chance, another shot." He said previous efforts in the Nixon, Ford Administrations proved useless.
- The Arab boycott of American corporations employing Jews is a "miserable approach to international affairs and . . . should be prohibited any way our government can stop it."
- Major attention must be given to stopping the flow of illegal aliens and to prevent employers from exploiting them with low wages. The humanitarian question remains of granting the millions of illegal aliens in the country some form of amnesty.
- **Unemployment can be reduced by giving the economy a "shot in the arm" through government stimulus, and a full employment economy would bring the budget into balance.**
- Government reorganization is badly needed and the Administration deserves an "A for effort" at this point.
- The AFL-CIO will take no action on the question of outside interference in the steel union election, because the election process has not been completed and will not be until some time in May. He said the council reconsidered an earlier position seeking a congressional investigation.

The council voted a series of contributions to a number of organizations including Group Health Association of America, Committee for National Health Insurance, CARE, the New Leader, Hugo Black Memorial Library, Conference on Economic Progress, Leadership Conference on Civil Rights, Jewish Daily Forward, Clergy Economic Education Foundation, National Urban Coalition, National Urban League-LEAP, Consumer Federation of America, United Negro College Fund, Joint Council for Economic Education, Energy Policy Task Force, National Assembly Voluntary Health & Welfare Agencies, National Housing Conference, No Greater Love, Committee on the Present Danger, National Council of Senior Citizens, Full Employment Action Council, NAACP, Work in America Institute, and the National Conference on Crime & Delinquency.

The council acted on a dozen resolutions referred from the last convention, approving three in amended form. It set its next meeting for Washington on May 4.

Meany Voices Pride In Merger Success

Bal Harbour, Fla.—George Meany said that in his 22 years as president of the AFL-CIO the greatest accomplishment was that "we are still in business as the united organization."

Asked by a reporter to identify the No. 1 accomplishment, Meany briefly reviewed the steps leading to merger from early in 1953 when as AFL president he first met with the late Walter Reuther, president of the CIO, and the final year in 1955 when we "put the two organizations out of business . . . and we combined them into one organization." He added:

"I think the greatest accomplishment, and I mean this sincerely and I take some personal pride in it, is that for 20 years we have kept them together."

TALKING SHOP during an Executive Council break are AFL-CIO Vice Presidents Sol Stetin and Murray H. Finley of the Clothing & Textile Workers and Sol C. Chaikin of the Ladies' Garment Workers.

Reforms Sought to Curb Nursing Home Abuses

Bal Harbour, Fla.—The AFL-CIO called for programs to help the nation's elderly "remain a vital part of the community" and for improvements in nursing home conditions for those who are patients.

An Executive Council statement expressed shock at examples of abuses and neglect uncovered by union teams that inspected nursing homes across the country. Findings of the year-long study coordinated by the AFL-CIO Dept. of Community Services were presented in a report.

The council called on AFL-CIO central bodies and community service committees to continue to monitor nursing homes in their communities and to work with other interested groups to improve conditions.

It endorsed a series of recommendations in the report, but stressed that "new rules and regulations alone" are not the solution to the problems of aging.

The 56 recommendations, which include a call for a strictly enforced bill of rights for nursing home patients, are designed primarily to curb abuse, neglect or mistreatment of patients or to improve safety and patient care. Violations would bar homes from receiving federal funds.

Several recommendations dealt with improved training and pay for nursing home employees, noting that "increased efforts to unionize nursing home employees should be undertaken to bring these workers necessary financial and job protection and career opportunities that will facilitate improved patient care."

"America has failed to develop a comprehensive policy to repay with dignity and security the growing number of retired people who contributed so much to the development of this country," the council said.

It urged an assortment of opportunities for the elderly to live outside of institutions, depending on their circumstances and health.

There should be more low-cost public housing for the elderly linked to services for those whose health permits them to live alone, the council said.

Nonprofit and government agencies should be a source of community services so that senior citizens can be treated better and at less cost in their own homes instead of being forced into nursing homes. The council also endorsed programs that would enable elderly persons without close relatives to live in a family setting instead of an institution.

The council cited abuses uncovered in the nursing home surveys as evidence that "too often . . . profit comes ahead of people." It stressed that "there is no place for the ethics of the marketplace in programs designed to meet human needs."

Rights Commission Hit For Attack on Seniority

Bal Harbour, Fla.—The AFL-CIO has charged the U.S. Civil Rights Commission with joining "the attack on union job-security agreements based on seniority."

The Executive Council singled out two commission recommendations contained in a recent report: layoffs by inverse seniority (oldest workers first) and separate seniority rosters by race and sex with layoffs made proportionately without regard to date of hire.

"We consider these proposals repugnant to every notion of justice and fair play," the council said. "The view that job opportunities should be parceled out by race and sex is blind to the basic concept of equal justice embodied in the civil rights laws."

The schemes proposed in the report, the council declared, add up to "institutionalized discrimination against workers who have by long and faithful service earned the right to job security and who would be unfairly and arbitrarily deprived of that earned right."

The council said it was in agreement with one conclusion of the commission's report that recession and unemployment "continue to mock the most well-intentioned equal employment efforts" and with its call for a national full employment policy as a major priority.

On seniority, the council said that the substance of the report indicates that its authors "do not know how seniority systems work" under present law. Since 1964 the Civil Rights Act "has assured that workers are hired and assigned without regard to race, national origin, creed, color or sex and that victims of discrimination are granted lost seniority and put in their rightful place in the seniority system. Where equal job opportunities are protected, layoffs on the basis of seniority is the fairest of the available alternatives."

On the commission's recommendations for government-imposed "work-sharing guidelines, the council stressed its opposition declaring that "such programs can be nothing more than poverty sharing harming all of the affected employees." Voluntarily negotiated plans between unions and employers under the collective bargaining process for temporarily shorter workweeks or other work-sharing arrangements are feasible in certain situations, the council added.

It said that the unchecked growth of illegal aliens and the export of jobs to other countries have "slowed the progress of women and minorities in the job market." The statement pointed out that these matters are not mentioned in the commission's report.

Central Body Role in School Cases Praised

Bal Harbour, Fla.—The Executive Council commended AFL-CIO state and local bodies for their efforts to achieve school desegregation without turmoil in many American communities, and assured others facing potential conflict in this area of the federation's full support.

"They have taken the lead in those communities to foster public understanding and support of the real goal—equal educational opportunity," the council said in a statement.

"Their efforts have offset the campaign of those who sought to cloud the issue with attacks on 'forced busing' and to divide neighbors along racial lines.

The council extended its gratitude to those state and local bodies that "have made such outstanding contributions to community peace and human justice," and urged other central bodies to involve themselves with equal energy to achieve similar results "wherever the potential for conflict exists."

Georgia-Pacific Unit Picks Paperworkers

Talladega, Ala. — The Paperworkers won bargaining rights at the Georgia-Pacific Corp. plywood mill here. The tally was 129 for the Paperworkers to 82 for no union.

SERVICE AWARD is presented to Anton J. Trizna, right, retired president of the Molders, who stepped down from the executive council of the AFL-CIO Metal Trades Dept. Department President Paul J. Burnsky made the presentation at the council meeting in Bal Harbour, Fla.

Carter Urged to Speed Curbs on Health Costs

Bal Harbour, Fla.—President Carter should move quickly on his proposal to curb excessive health care costs and on his longer-range plan for national health insurance, the Executive Council said.

While welcoming the President's announced intention to introduce measures in those areas, the council said steps should be taken immediately to contain the steep increases in hospital bills and doctor fees.

It stressed, however, that enactment of National Health Security legislation should not be postponed until health care costs are brought under control.

The council statement noted that in his presidential election campaign, Carter embraced many principles of National Health Security—the labor-endorsed program to provide comprehensive health care coverage to every American while curbing health care inflation.

No effective cost or quality controls are possible unless the existing, fragmented health care system is thoroughly overhauled, the council warned.

In considering its hospital cost containment program, labor will make sure the Administration is aware of the need to raise wages of low-paid hospital workers. The council pointed out that long-deserved wage increases for hospital workers have not been a major factor in the increasing costs.

The council warned that health care costs will continue to soar until the comprehensive national health insurance program is enacted.

It pointed out that in fiscal year 1976 total expenditures for health care in the United States were $139 billion, or about $638 for every man, woman and child. This was a 14 percent increase over the previous year and represented 8.6 percent of gross national product, more than any other country in the world.

"Canada spends only 7.2 percent of its GNP on health," the council observed, "even though it has a national health insurance program administered by the government which covers everyone for unlimited benefits without deductibles."

The council also noted that the Congressional Budget Office has estimated that U.S. health care costs will rise above $250 billion by 1981, or more than 10 percent of the GNP.

Only Health Security would place a ceiling on these expenditures, the council said, and alternative proposals are an open invitation to further escalation of health care costs.

Council Acts On Referred Resolutions

Bal Harbour, Fla. — The AFL-CIO Executive Council approved in amended form three resolutions referred from the federation's last convention dealing with rehabilitation of railroads, contracting out of public work and supplemental benefits under the Davis-Bacon Act.

The council found that no further action was needed on three referred resolutions, non-concurred in two and held four others for further study.

The resolution on railroad rehabilitation said that the "AFL-CIO supports programs that effectively help the nation's railroads rehabilitate their right-of-way and other fixed plant with appropriate safeguards to insure that progress is made toward a safe, efficient, energy-conserving railroad transportation system for this nation."

On contracting out of public work the council approved an amended resolution supporting the principle "that public work which has traditionally been performed by public employees should continue to be performed by public employees and that public work which has traditionally been performed by private employees should continue to be performed by private employees."

On Davis-Bacon amendments the council said the AFL-CIO will seek amendments "so that contractors who cannot provide the prevailing supplemental benefits must give the workers in cash, after all taxes are deducted, the actual costs to purchase similar pension plans, similar health and welfare plans and all supplemental plans that are prevailing in the locality."

Exiled Dissident:

Bukovsky Applauds Labor For Exposing Soviet Terror

By Harry Conn

Bal Harbour, Fla.—Exiled Soviet dissident Vladimir Bukovsky met with the AFL-CIO Executive Council here to "thank the American workers who took part in the campaign to protect me which ended in my being liberated."

Bukovsky gave to the council, and later to reporters at a press conference, a grim report on the repression of Soviet workers, especially those who sought to build free and independent unions. Bukovsky is visiting the United States at the invitation of the AFL-CIO.

"American labor unions," Bukovsky said, "have proven many times over that for them the word solidarity is not a mere slogan—not mere rhetoric, but day-to-day practice."

He recalled that in 1947, "when nobody in the West wanted to hear anything about mass terror in the land of the recent ally, it was the American labor unions that collected the testimonies of a great many former Soviet political prisoners and published the first map of the Gulag Archipelago."

Bukovsky, 34, has spent much of his adult life in Soviet prisons and insane asylums because of his outspoken beliefs. He was exiled last December in a swap at Zurich Airport for Chilean Communist leader Luis Corialan.

He said that the Soviet Union is "a country which is surrounded by barbed wire, in which slave labor exists, in which there is no freedom of movement, where the defense of one's rights is considered to be an offense against the criminal code."

Bukovsky estimated that there are three million political prisoners in the Soviet Union and "only a person directly threatened by starvation would decide on such an extreme act as a strike."

He said that "the rare, desperate strikes in the Soviet Union do not occur in the demand of better working conditions or a raise in pay—but only when the workers and their families literally have nothing to eat."

Among the examples cited were the weavers in Ivanov who struck in 1970 "when food ceased to be supplied by the city" and the strike by workers of Riga because of the absence of meat.

"The Soviet Union has signed various international conventions recognizing the right to strike," Bukovsky said, "but it has not bothered to formulate this right in its own legislation. Moreover, strikes are regarded as a 'rude, group violation of the social order' for which one can be deprived of freedom for up to three years.

"This is for a completely peaceful strike—merely a refusal to work. When it comes to other forms of struggle—such as sitdown or picketing — these are punishable under the article entitled 'mass disorders,' by deprivation of freedom up to 15 years or by the death penalty."

Bukovsky praised both AFL-CIO President George Meany and President Carter for speaking out on human rights. When asked by reporters how Meany impressed him, he replied: "As a rock."

In introducing Bukovsky at the press conference, Meany said that "the only thing they (Soviet dissidents) have going for them is people in the outside world who believe in human freedom." He added:

"The idea that we might improve their conditions by being nice to the Soviet Union to me is completely ridiculous. It is like saying that you can improve the conditions of inmates in a jail by drinking champagne with the jailers. I don't buy that."

Meany expressed the hope that arrangements can be made for Bukovsky to visit major trade union centers so that he can tell his story. Bukovsky, who plans to return to England soon, said he hopes such visits can be planned in the fall. **(PAI)**

Full Funding Supported For B-1 Bomber Project

Bal Harbour, Fla.—The AFL-CIO Executive Council called for full funding of the B-1 strategic bomber program to give the United States "the best possible bargaining position" in arms limitation talks with the Soviet Union.

It called on the Administration and Congress to authorize and provide the full funding of $21.6 billion needed to complete the program over the next 10 years.

In his 1978 budget revisions, President Carter proposed a reduction from eight to five in the number of B-1 bombers to be purchased during the year. The cut would lop $280 million from the $2.2 billion initially requested for the plane.

AFL-CIO President George Meany told reporters that there were three members who spoke against the statement and six or seven who were in strong support. The statement was carried on a voice vote.

Meany said he would like "to see us come to an agreement and I think by keeping pace at least with the Soviet Union on the whole question of military capability in national defense we will be in a much better bargaining position."

The council emphasized that its support of the B-1 program is not in terms of job creation, because "similar expenditures in other areas could provide as many and perhaps even more jobs." It added:

"This is not the choice facing America. Without a strong national defense, which must include strategic bombers, America is not safe and, therefore, no job is safe."

The statement declared that "we yearn for the day when a major defense force will not be necessary. But that day has not come and until it arrives, America has no choice but to remain militarily strong."

That strength is based on manned bombers as well as land-based and sea-launched missiles because the strategic bomber "is unique in that it alone can be launched on warning and remain on a nearly invulnerable airborne alert during crisis situations."

The council noted that the B-52 bomber, the mainstay of the nation's strategic deterrent for nearly 25 years, "is losing its capability" because of the "growing sophistication of Soviet defenses." The B-1 has been developed specifically to counterbalance the Soviet Union's advantage. Modification of the B-52s would cost $40 million per plane and "leave the nation with a dangerously deficient strategic bomber force," it said.

The council concluded that "like all Americans, we hope the new Administration is successful in its efforts to negotiate a workable and effective strategic arms limitation agreement. We believe the B-1 bomber program is essential if the United States is to have the best possible bargaining position in these talks and thus hasten the day when major arms expenditures can be safely reduced."

Rhodesia, South Africa Denounced on Apartheid

Bal Harbour, Fla.—The AFL-CIO called upon Rhodesia and South Africa to end their policies of segregation and discrimination, and begin "at once" a transition to majority rule.

The apartheid policies of the two nations represent "a blatant and odious offense to the moral standing of the western world," the federation's Executive Council said in a statement.

The social, cultural and economic fallout of apartheid, "even if it were politically or militarily possible to cause its end today, will have disastrous effects for decades to come," the council declared.

The transition to majority rule, the statement said, "must guarantee to every sector and race in their societies equal access to every right and privilege provided by a just and democratic constitution." The council added that it would be well for other African nations to follow suit "lest the plague experienced to date in South Africa and Rhodesia grows within their own nations and extinguishes the hope of freedom and progress in all Africa."

The council stressed that without a rapid transition to majority rule, a continuation of international boycotts, economic starvation and terrorist guerrilla actions can only mean hardship and suffering for all sections of the population of southern Africa.

Carter's First Step Hailed:

Housing Gain Held Critical to Recovery

Bal Harbour, Fla.—The Carter Administration's proposals for additional budget authority for low-income housing is a "heartening reversal" of Nixon-Ford policies, the AFL-CIO declared, but more needs to be done to revive the sagging homebuilding industry.

Increased housing production is essential if the economy is to recover and the needs of low- and middle-income families for adequate housing are to be met, the AFL-CIO Executive Council said in a statement.

Specifically, the council recommended the following actions for fiscal year 1978 that begins on Oct. 1:

- Contract and budget authority to build 100,000 low-income public housing units.
- Sufficient funding authority to support construction of 50,000 units per year under the Section 236 program of rental housing for low- and moderate-income families.
- Extension of the Section 312 program of rehabilitation loans to limited-income housing owners at a $100 million authorization level.
- Expansion and full implementation of both the budget and the scope of the housing counseling assistance program.
- Returning the effective subsidized interest rate under Section 235 homeownership assistance programs to the originally legislated level of one percent.
- Rejection of the Ford budget proposal to make it harder to implement the Section 202 program of direct loans for housing for the elderly and the handicapped.

The council said that the continuing shortfall of housing construction below basic housing requirements is "a prime generator of inflation throughout the economy." Low housing production levels also have contributed substantially to construction unemployment, now about 15 percent.

Excluding rehabilitation or replacement of an estimated 3.5 million units, there is a need for 2.45 million housing units annually, the council estimated. Despite a seasonally adjusted annual starts rate of 1.8 million in the last three months of 1976, only 1.55 million units were begun in the entire year of 1976, it said.

The council warned also about the tightness of mortgage credit and cautioned against various mortgage financing schemes.

Five times in the past 20 years, tight general monetary policies have sparked a rise in interest rates, leading to a sharp decline in housing construction, followed by an economic slowdown or recession, the AFL-CIO warned.

"Fear of the next credit crunch and withdrawal of savings for higher yield investment has caused thrift institutions to issue 1-to-6-year certificates of deposit with relatively high rates of interest during the last two years," the council observed. "Consequently, mortgage interest rates have not gone below an 8.5 to 9 percent level even as savings have increased substantially."

The council urged Congress to reject proposed legislation to allow federally-chartered savings and loan associations to reduce their mortgage investments below the presently required 80 percent of total assets.

"Such legislation would allow the diversion of significant amounts of savings funds from housing to other investments, and would consequently aggravate the cyclical declines in the homebuilding industry," the AFL-CIO declared.

The council also expressed strong opposition to proposals to allow federally-chartered savings and loan associations to make variable interest rate mortgages and to other variations of mortgage financing that would result in significantly higher total interest payments over the life of the loan.

EXPRESSION OF THANKS for labor's support of the No Greater Love organization is made by baseball star Johnny Bench at the Executive Council meeting in Bal Harbour, Fla. The organization assists children of servicemen killed or missing in action in Southeast Asia. From left are AFL-CIO Sec.-Treas. Lane Kirkland, Vice President S. Frank Raftery, President George Meany, Carmella LaSpada, chairman of the organization; Vice President John H. Lyons, and Bench, who is president of No Greater Love.

Youth Training Pressed To Cut Teen Joblessness

Bal Harbour, Fla.—Youth training and employment programs must be expanded to bring down the nation's excessive teenage jobless rate, the Executive Council said.

In renewing its call for an immediate $2 billion infusion of funds to spur both public and private programs, the council cited government statistics indicating that one of every five teenagers is unemployed and one of every three black teenagers is jobless.

"High unemployment for young Americans wastes human resources, breeds frustration and often leads to anti-social activity," the council observed. "Adequate job creation and training for all youth is essential for a constructive beginning to adult worklife."

The council noted that enrollment of young men and women in the Job Corps is only half of what it once was, suggesting that an expansion of Corps' Civilian Conservation Centers could help meet the nation's conservation needs.

And although summer youth programs provided jobs for about 875,000 young people last year, many more summer jobs are needed, the council said. It also called for efforts to expand the Neighborhood Youth Corps program under the Comprehensive Employment & Training Act.

As vital as the youth job training programs are, they must not result in job losses or impaired opportunities for adult workers, the council stressed.

"Schemes that transfer job opportunities from adults to youths are not a solution to the unemployment problems of either youths or adults," the statement declared.

Labor and management should also give renewed attention to youth programs to provide opportunities in new fields through job training and apprenticeships, the council said.

Union-initiated and union-operated training and apprenticeship programs in new fields can be vital in helping youths gain marketable skills for future job openings, the council said.

It also urged AFL-CIO unions to follow the example of those affiliates already engaged directly in such programs or in cooperation with the federation's Human Resources Development Institute.

Danger Cited In Proposed Airline Rules

Bal Harbour, Fla. — The AFL-CIO will oppose proposals and policies that would impair government regulation of air transportation or jeopardize the welfare and safety of airline passengers and workers.

The federation's position was contained in a statement adopted by the Executive Council that said changes proposed in federal air policies would represent "an abdication of the federal government's responsibility to insure safe, efficient air service at reasonable prices." They would affect the stability of the air transport industry and the job security of over 300,000 airline employees, the council said.

The proposals, the council pointed out, would emasculate the scheduled airline network provided in the Federal Aviation Act of 1958 and "substitute a mistaken reliance on so-called free market competition." Such a reversal of policy it termed "misguided and shortsighted."

The proposed changes would threaten air service to many smaller cities, encourage cutthroat pricing in some markets and higher prices in others, encourage cost-cutting in safety provisions, jeopardize airport construction and discourage modernization of aging airline fleets, the statement warned.

"The AFL-CIO firmly believes," the council said, "that the federal government has a fundamental responsibility to insure the orderly development of a national air transportation system that provides safe, reliable and economic service to all regions of the country and to foster labor and financial stability in the airline industry."

Painter Training Funding Approved

A joint labor-management training committee has been awarded a new $706,980 Labor Dept. contract to provide 570 jobless veterans and minority workers skill upgrading and preapprenticeship training in the Painters.

Under the one-year contract renewal with the National Joint Painting, Decorating, Drywall Apprenticeship & Training Committee, 252 persons will be trained to qualify as apprentice Painters. Another 320 will take courses to acquire journeyman status.

Effective Administration Sought for Safety Law

Bal Harbour, Fla.—The federal job safety law—under attack by right-wing elements and unscrupulous employers since its enactment in 1970—can be made workable through proper administration and enforcement, the Executive Council declared.

The effectiveness of the Occupational Safety & Health Act, the council said, was weakened in the Nixon and Ford years through inadequate budgets, short staffing, misordered priorities, sloppy procedures, poorly drafted regulations and unnecessary delays. It charged that additional attempts to politicize the Occupational Safety & Health Administration have further undermined the law.

While organized labor has been a consistent critic of OSHA's administration and enforcement, "our aim is to make a good law work through proper administration," the statement declared.

The council said it was encouraged by President Carter's stated support of the safety law and commended his recommendations that OSHA regulations be drafted in clear, understandable language.

"Nothing is more essential to the public support of this law than understanding what it is designed to do," the council stressed.

It also called on Carter to rescind an Executive Order that Ford renewed shortly before leaving office as repayment to business interests who supported him in the election. The order, E.O. 11821, which requires OSHA to submit economic impact statements on proposed standards, places a dollar value on the lives of workers and has blocked development of needed job safety and health regulations, the council charged.

The Secretary of Labor also should fully enforce sections of the law covering federal agencies, the council said, so the government can set an example for private employers in the safety and health area.

The council pledged labor's continued support in Congress for full funding and staffing of OSHA programs and for enforcement of the Toxic Substances Control Act which was enacted last year.

Legislation Asked to Bar Pregnancy-Related Bias

Bal Harbour, Fla.—"The AFL-CIO regards the prohibition of pregnancy-related discrimination as essential to the ultimate equality of women in the workplace."

That summed up the position of the Executive Council in a statement calling for federal legislation to make sure that women affected by pregnancy "are treated equally with other employees."

The council took note of the recent Supreme Court decision which held that Title VII of the Civil Rights Act does not necessarily prohibit discrimination against pregnant women. "The court may have ignored it," the statement continued, "but the facts of life are that discrimination against pregnant people is discrimination against women alone."

The council said that pregnant women have been refused responsible jobs, fired, forced to take unpaid leave regardless of ability to work and refused the right to accumulated sick leave or vacation leave for pregnancy-related absences. In the court case they were denied disability benefits available to all other temporarily disabled workers.

The statement declared that pregnant women "should be allowed to work as long as they and their doctors believe they are able to do so. When they are unable to work, they should be granted all benefits and privileges given other workers not physically able to work."

The council noted that adoption of such legislation "may increase the cost of certain fringe benefit programs" and that proper provision for adjusting to these increased costs must be given to labor-management negotiators.

The statement called for congressional action and presidential approval of legislation prohibiting discrimination based on pregnancy and related conditions as soon as possible.

Jobs for Economic Growth

UNEMPLOYMENT REMAINS America's No. 1 economic problem. Officially, 7.3 percent are unemployed but, by our calculations, the true figure is 10 percent.

Economic growth slowed down during the last three quarters of 1976 and will be depressed in the first quarter of 1977 by the severe winter conditions.

To meet America's needs, the AFL-CIO proposes the following program:

- A major commitment by the Congress to stimulate the economy this year through direct job-creating measures. The President's program, which places major emphasis on tax cuts and rebates in order to create jobs, is too small, would work too slowly and cannot be targeted to the areas and industries where the need for jobs is greatest.

Our proposal, which totals $30 billion in direct job-creating programs, can be put into operation speedily, will immediately help those currently jobless and will move the economy toward full employment without delay. Our stimulus package amounts to about 1½ percent of gross national product and would increase budget authorizations by less than 8 percent.

These programs would provide some 2 million direct jobs and hundreds of thousands of additional jobs as the purchasing power they create spreads throughout the economy.

- Congressional direction to the Federal Reserve Board to provide sufficient growth in the supply of money and credit to enable the stimulus program to work. Lower interest rates are necessary to bring the construction industry out of its depression and up to levels needed to meet national requirements.

Congress must also direct the Federal Reserve Board to allocate available credit for such high-priority programs as housing, state and local government needs and business investment in essential plant and equipment, while curbing the flow of credit for land speculation, inventory hoarding and investments in foreign operations.

- Adequate governmental planning to forestall future shortages and bottlenecks which contribute to inflation. Antitrust action should be used to encourage competitive pricing throughout the economy.

Moving the economy toward full employment will also mitigate inflationary pressures from under-utilized plant and equipment and an under-employed workforce.

- Support of the President's rejection of wage and price controls. We call upon him to reject any backdoor attempts to do the same thing, such as pre-notification of wage and price changes. The President should also rescind Ford's Executive Order requiring Inflation Impact Statements. The Council on Wage & Price Stability, a dismal failure, should be abolished.

—From an AFL-CIO Executive Council statement on the national economy, adopted Feb. 24, 1977, at Bal Harbour, Fla.

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The Salesman

Explosive Mix:

Job-Poor Cities of Northeast Get New Wave of Immigrants

By Gus Tyler

A GRIM GAME of musical chairs is being played in the United States with disastrous consequences for the cities of America's Northeast. The game involves millions of people who are entering and exiting distressed urban areas. The single most troublesome aspect is the inpouring of immigrants from Asia and South-of-the-Border into cities whose economy has been shrinking.

The facts about this perilous process were presented by Herbert Bienstock, New York's regional district commissioner of the Bureau of Labor Statistics, before a recent conference of the American Immigration & Citizenship Conference.

The first fact is that the Northeast has not been keeping up with the growth of jobs in this growing country with its expanding population. Thus, from 1950 to 1975, non-farm employment has grown nationally by 70 percent; the biggest growth is in the West, where jobs have expanded by 145 percent, and in the South by 110 percent. In the Northeast, jobs have grown by a minuscule 30 percent.

In the one year from June 1975 to June 1976, three of the four regions of the country (West, South, North Central) increased total employment by more than 2 percent. The Northeast did not grow at all.

But it is into the Northeast, with its diminishing job opportunities, that the immigrants pour —today as in the past. Thus in 1970, the Northeast had almost twice the percentage of foreign-born as the country as a whole: 4.7 for the nation and 8.4 for the Northeast quadrant.

The facts become even more stark when the focus falls on New York: the percentage of foreign-born in the state was almost three times the national percentage (11.6) and in New York City, the rate was four times as high (18.2).

In 1975, immigrants continued to locate in the Northeast, especially New York State and City. In that one year, more than 22 percent of all immigrants coming to the United States settled in New York State and almost 15 percent in New York City.

While newcomers enter, carrying with them the historic upset of the uprooted, established populations (both white and black) exit from the Northeast. Thus between 1970 and 1974, 55,000 more blacks left than entered the Northeast and 869,000 more whites left than entered. The outmigrants went to the South and the West.

The new immigrants are not the traditional stock that can readily move into established neighborhoods of Italians, Germans, Jews, Poles or Puerto Ricans. (There are now more Puerto Ricans leaving for than coming from their island.) Now the newcomers are from Asia (34 percent in 1975) and from Latin America (24 percent in 1970).

The end result is that the Northeast is an explosive mix of unstable elements under mounting pressure, where many of our greatest cities are so many Pompeiis sitting on volcanoes about to erupt.

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New Weapons —Same Job

"Today's 'labor-relations consultants' use different weapons and tactics. They carry briefcases instead of clubs and brass knuckles.

"But their job is the same—frustrate human hopes and nullify human rights. And they get away with it almost scot-free.

"As I am sure you know, the AFL-CIO Executive Council has decided we will no longer tolerate this state of affairs. We are resolved to do everything in our power to correct them.

"We are not looking for a new labor law. We are perfectly confident that the present law can be made to work by correcting the most glaring procedural and remedial deficiencies.

"Common sense dictates that the law should cover all who need its protection—without exceptions or exclusions—and that its enforcement should be swift, fair, impartial, and effective."

—AFL-CIO President George Meany at a dinner marking the 30-millionth vote in National Labor Relations Board elections.

No Single Answer:

Variety of Programs Needed To Deal with Poverty's Causes

Following is a background paper on welfare reform prepared for the AFL-CIO Executive Council:

FROM 1960 to the early 1970s the number of people living in poverty fell by 15 million. But since then the number has increased by three million, leaving an estimated 26 million Americans forced to live below the poverty line.

More than 12 percent of the American people are poor, including almost 38 percent of families headed by a female under 65 years of age. The suffering of these people has been compounded by prolonged high unemployment, runaway inflation and the Nixon-Ford Administration's heartless and incessant attacks on programs to help the poor.

Under the nation's largest welfare program, Aid to Families With Dependent Children (AFDC), average payments are less than half of the poverty level. As the costs of food, clothing, shelter and medical care continue to soar, the gap between welfare payments and a decent standard of living continues to widen.

Chaos abounds in the current system. Supportive services are inadequate. Caseloads are often staggering, regulations are confusing and procedures are complex. Social service workers and caseworkers who are supposed to determine eligibility for welfare payments cannot now adequately serve the needs of their clients.

With a full-time equivalent of 10.5 million workers unemployed last November, only 3.1 million were receiving unemployment insurance. State employment services, set up to help all people find suitable employment, have demonstrated an inability and unwillingness to help the poor, the undereducated and the unskilled. Similarly, CETA and other employment and training programs have been able to help only a fraction of the disadvantaged and unemployed.

Medicaid, originally conceived as a program to provide comprehensive health services to the needy and low-income people who could not afford sky-high health insurance premiums, has been cut back in almost all states. These cuts involve restricting eligibility or curtailing benefits or both. Twenty-eight percent of the poor are not covered by Medicaid at all. Thus the specter of sickness and debt hangs over the unemployed and the poor.

There must be a commitment by the federal government to provide a minimum decent standard of living for all Americans and employment opportunities at decent wages for all who are able to work. Wherever possible, this should be done by restructuring and creatively building on existing programs.

The nation's welfare system was intended to serve as a last line of defense for people who cannot work or who should not be expected to work. Instead, welfare has had to assume the burden of an ineffective national employment policy, a faltering educational system, inadequate social insurance and inadequate job development and training programs.

Three distinct groups of poor people must rely on the inadequate welfare system: (1) those whose life circumstances do not allow them to work in paid jobs (the very young, the very old, the sick and disabled and those who must care for young children); (2) those who could work in paid jobs if proper training, job development and placement services were available, and (3) those whose wages are too low to keep them out of poverty.

The recommendation in the statement of the Executive Council for overall welfare reform would meet the needs of the first two groups. The third group, the working poor, work full time, often at the most difficult and least desirable jobs and still are not paid enough to keep themselves and their families from poverty. To right this cruel injustice, the AFL-CIO has urged an immediate increase in the minimum wage to at least $3 an hour, covering all workers, and with provision for adjustment annually for changes in average hourly earnings. The plight of the working poor would also be eased by the proposals the AFL-CIO has made for improvements in the food stamp program.

PROPONENTS OF such proposals as the negative income tax fail to recognize the multiple causes of poverty as well as the varied characteristics of those who are poor. Such monolithic approaches obscure the need to eliminate the inadequacies in other social institutions. They focus on the goal of simplicity rather than equity and adequacy for the recipient.

Experience has shown that efforts to achieve adequate financial support for the poor in a single program pit those persons who are receiving income from wages, or could if they were properly trained and enough jobs were available, against those who must rely on the support payment. They result in low benefits for those who can't work but they are structured to make payments to large numbers far above the poverty level.

Instead of such misguided schemes as the negative income tax, the specific targeted programs are needed to meet the needs of America's poor. No single program can meet the different needs of the working poor, those who cannot work and those who need training and assistance to obtain paid jobs. That is the only kind of welfare reform which will begin to wipe out poverty in America.

Congressional Campaigns:

Election Financing Ready for Next Step

THE 1976 PRESIDENTIAL election provided the first test of the public financing of federal elections. Public financing passed with flying colors.

The AFL-CIO is proud to have worked for the legislative breakthrough that enacted the partial public financing of presidential primaries and the full financing of the general presidential election.

Presidential public financing was a major step in the right direction. But it is only a limited first step.

Organized labor has made no secret of the fact that we want to get out of the business of making campaign contributions. This activity has been forced on us by the need to offset the contributions made by the wealthy and by business interests. We settled for the present narrow provision because it was our practical legislative assessment that no more could be accomplished.

The successful experiment in presidential public financing shows that it is now time to take the next step. We will therefore press the Congress to extend public financing to congressional elections. The inherent abuses of campaign financing by the wealthy are no less serious in congressional elections than they were in presidential elections.

Indeed, the Supreme Court's 1975 decision in *Buckley v. Valeo,* holding that legislative limits on total campaign expenditures and on the amount candidates can spend from their personal fortunes are constitutional only if linked with public financing, has accentuated the need for such financing.

Elections should be decided on the merits, not on the ability to raise money or the size of a candidate's bankroll.

We recognize that there are many problems to be solved but we believe that they can be solved. We will therefore work with all who share our goal for the earliest possible enactment of public financing of congressional elections.

A number of related amendments are needed to further perfect the Federal Election Campaign Act. These changes should be made in time for the 1978 election in conjunction with the enactment of congressional public financing. The paperwork required of candidates and political committees is overly burdensome. The expenditure limits for presidential candidates are unrealistic. Legal technicalities stand in the way of candidates who wish to speak to their supporters. Unnecessary barriers obstruct state party participation in the presidential election. The law is plainly too complex in many particulars. These defects limit free communication during elections and stifle active citizen participaton. They should be corrected.

—Statement by the AFL-CIO Executive Council, Feb. 22, 1977, at Bal Harbour, Fla.

Removing the Barriers To Voter Participation

The AFL-CIO has long sought improvements in federal election laws that would increase citizen participation in the democratic process.

The labor movement cannot be fully satisfied until all artificial impediments to voting have been removed. The time has come for a federal universal voter registration law that will permit all unregistered citizens to go to the polls election day—with adequate proof of age and residency—register there and vote. We also urge similar laws for state and local elections.

—From a statement by the AFL-CIO Executive Council, Feb. 23, 1977, at Bal Harbour, Fla.

Congress Pressed on Renewal:

2 Million Jobless Face Cutoff Of Extended Federal Benefits

TWO MILLION long-term jobless workers stand to lose sorely-needed unemployment insurance benefits in the year ahead unless Congress renews the stop-gap legislation to "cope with depression level employment," Assistant Director James O'Brien of the AFL-CIO Dept. of Social Security warned.

O'Brien said that if the Federal Supplemental Benefit program is allowed to run out Mar. 31, some 550,000 workers who have been jobless for a long period and have exhausted all protection under the more limited state programs will immediately be completely shut off from the federal protection. Another 1.5 million will exhaust their state entitlement during the year and be left with no further protection, he noted.

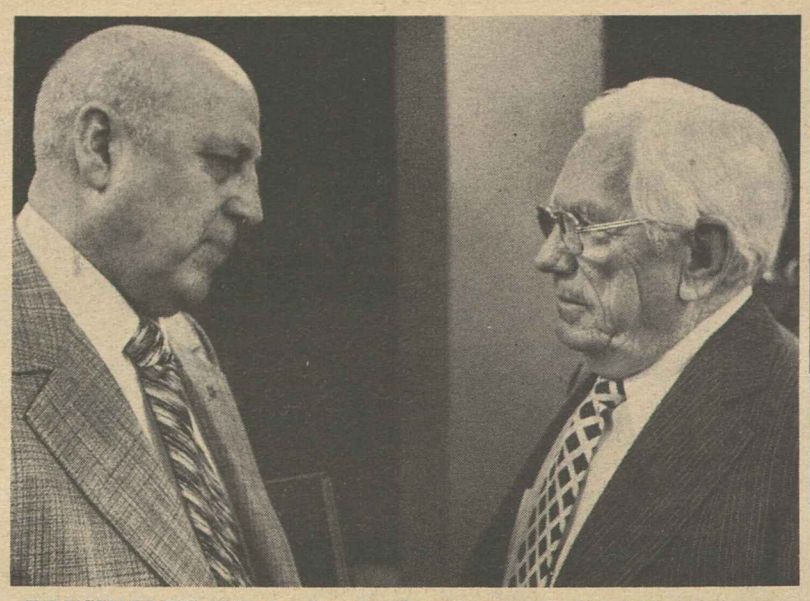
O'Brien stressed that the FSB extension bill now before the Ways & Means Committee is aimed only at keeping the emergency program alive for another year and is not the thorough overhaul of the unemployment compensation system that the labor movement believes must be made.

He renewed the AFL-CIO's call for quick approval of emergency FSB protection, and urged that Congress wait for the report and recommendations of a national commission "established to make an overall study of unemployment compensation" rather than "rush through permanent legislation that would alter the system."

O'Brien said on Labor News Conference that the AFL-CIO will try to strengthen the extension bill so that the extended benefits trigger will be based on national unemployment levels rather than state unemployment levels, as the 1974 law provides. However, he noted, the House bill does propose an important improvement of the current law by providing that even though the statewide unemployment rate is below the trigger level, the "extended benefits program would be available in pockets of high unemployment within the state." He said the local labor market trigger will bring much more equity into the program.

Reporters questioning O'Brien were Lloyd Schwartz of the Fairchild Publications and Robert Cooney of Press Associates, Inc. The radio interview is produced as a public service by the AFL-CIO.

UNLESS CONGRESS renews the 1974 emergency unemployment insurance program due to run out the end of March, 2 million long-term unemployed workers who have exhausted state benefits will be left with no jobless aid, James O'Brien, center, assistant director of the AFL-CIO Dept. of Social Security, warned. Questioning him on Labor News Conference, the AFL-CIO public affairs interview, were Lloyd Schwartz, left, of Fairchild Publications and Robert Cooney of Press Associates, Inc.



PRESIDENTS OF the Service Employees and the Steelworkers confer during the AFL-CIO Executive Council session—AFL-CIO Vice Presidents George Hardy, left, and I. W. Abel.

Trans-Alaska Gas Route Held 'Clearly Superior'

Bal Harbour, Fla.—The AFL-CIO urged the Carter Administration to approve the proposed Trans-Alaska gas route to assure the "expedited availability" to the lower 48 states of natural gas supplies that will increase the nation's energy self-reliance.

The Executive Council said at its meeting here that of the three proposals now under consideration by the Administration for moving Alaskan gas to the rest of the country the Trans-Alaska gas route is "clearly superior." It is also the only one that would be entirely under U.S. control, it said.

The other two lines involve gas pipelines across Canada. The Trans-Alaska route would largely parallel the Alaska oil pipeline across Alaska. Important employment benefits would accrue from the Alaska gas line, the council noted, but "the need to obtain secure supplies of gas for the lower 48 states as soon as possible to meet the present shortage clearly transcends all other considerations."

The Carter Administration will decide later this year which of the proposals it will support, then forward its recommendation to Congress for approval.

The Trans-Alaska route would involve the construction of a complex of gassification and liquefaction facilities as well as a fleet of liquified natural gas vessels to carry the gas to the West Coast. The line would employ over 44,000 construction, trade, and shipyard workers during the peak construction phase, the council noted.

"In addition, the Alaska gas line—because it would use many of the facilities built for the Alaska oil pipeline — could be constructed sooner than the two competing routes across Canada," the council said.

In another statement, the council urged the Administration and Congress to stand firmly against industry proposals to export Alaskan North Slope oil to Japan. The oil companies, which were encouraged to produce the oil with help from Congress, argue that refinery, pipeline, and tanker capacity are not adequate to deliver the fuel to U.S. markets.

This is a lame excuse, the council declared charging that the industry failed to respond to the need to expand those facilities in an effort to gain higher profits through sale of the oil to Japan.

"The oil companies will drop their proposal to export Alaskan oil and will begin the needed refinery, pipeline, and tanker construction when . . . it is clear to them that Americans will not allow this sacrifice of national interest for oil company profits," the Executive Council declared.

Remedies Prescribed For Ailing Inner Cities

Bal Harbour, Fla.—The federal government should do more to revitalize inner-city neighborhoods and help the people who live in them, the AFL-CIO Executive Council urged.

Labor's proposed arsenal of remedies includes job programs that pay a double dividend, such as public service employment and public works. These provide needed municipal services and public facilities as well as income for the people put to work.

The Executive Council also urged modifications in federal housing and community development programs in order to channel assistance to the areas with the most serious economic problems. It said such areas should also be given preference in awarding government contracts and locating government facilities.

A recent study of the Community Development Block Grant program, now up for renewal by Congress, showed that the older industrial cities in the North and Midwest will be getting a smaller share of community development money while smaller communities with relatively few problems will get more.

The council proposed an allocation formula to remedy that trend and said the Dept. of Housing & Urban Development should not approve local programs unless low and moderate-income families are the chief beneficiaries.

It asked Congress to set up procedures for loans and loan guarantees as emergency help to cities confronted with a fiscal crisis.

And it asked presidential leadership to enlist all levels of government, private industry and labor "for targeted training, investment and employment in central cities."

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'Badly Needed':

Carter Proposal Endorsed For Cabinet Energy Agency

(Continued from Page 1)

through," the council said, criticizing the 94th Congress and the previous Administration for the "timid and hesitant" steps they took to free the country from dependence on foreign oil.

"They treated the energy matter gingerly as if it were a fragile thing that would shatter if directly confronted," the council's statement observed. "The time is long past for complacency and inaction."

Heading the list of elements that the AFL-CIO feels are essential to the development of a sound energy program is conservation. The council estimated that adoption of tough and stringent conservation measures could reduce the nation's energy consumption growth rate from 4 percent to well under 2 percent.

Per capita consumption of energy in the United States is twice that of countries such as Switzerland, Sweden, West Germany, and others, the council noted. Conservation does not mean a diminution in the quality of life, it observed.

"It does mean using energy efficiently," the AFL-CIO statement said. "It means the manufacture of automobiles that get more mileage per gallon of gasoline, the retrofitting of existing homes and buildings and the construction of well-insulated homes and buildings that drastically reduce energy consumption, and the designing and building of home appliances that use only small quantities of energy.

"Nor does conservation mean no growth," the council said. "We hold no brief for those pushing conservation as part of a no-growth philosophy. Growth in the economy and conservation of energy can, and must, go hand-in-hand."

Conservation, while essential, will not by itself solve the nation's energy problem, the council warned. New supplies of energy must be found. Oil imports and oil and natural gas prices must be regulated by the government. And Congress should break up the oil monopolies that have prospered while the country suffered from the energy crisis.

In detailing its recommendations, the Council urged speedy development of coal reserves and nuclear power as the energy sources upon which the U.S. must rely in the immediate future.

"Continued development of the liquid metal fast breeder reactor program must be pursued," the council declared. "This is essential to the nation's long-term energy needs."

Oil and natural gas are declining resources, the council said, but the country has about 450 billion tons of coal reserves. This is more than 700 times the nation's annual usage of about 600 million tons, it pointed out, and 2.6 times as much oil as is available from the entire world's known petroleum supplies.

Nuclear power is expected to grow from 2 percent of current total energy supply to over 20 percent by the end of the 20th Century, the council said. It urged every effort to accelerate the development of coal and nuclear power while protecting the environment and maintaining stringent safety and health standards. Meanwhile, the United States should develop oil and gas reserves on the U.S. outer continental shelf and other sources of energy such as solar, geothermal, biomass, shale oil, coal liquefaction and gasification.

Since private industry cannot develop the energy sources required for the nation, the AFL-CIO urged establishment of a massive five-year, $100 billion dollar program to achieve energy security through direct loans, loan guarantees, and other financial assistance to private industry and public bodies unable to secure private capital.

America's dependence on imported oil is greater today than in 1973, the council observed. "It is more vulnerable to the price that the Oil Petroleum Exporting Countries set for its oil. That price may well determine America's level of economic activity and the rate of inflation."

To cope with the issue, the AFL-CIO recommended that oil imports be taken out of private hands and placed in the hands of the government. The government would determine the amount of oil to be imported, negotiate its price with the individual oil producing countries, and provide for its allocation.

At the same time, the council called for the accelerated stockpiling of oil to give America protection against future oil embargoes. It also stressed the need for continued regulation of oil and natural gas prices, warning that decontrol "would place an intolerable burden on the American consumer."

The public is at the mercy of giant oil monopolies whose complete control of petroleum from wellhead to marketing represents "an incredible influence over the nation's well being," the council charged. "Clearly, the oil companies are pursuing only their self-interest."

The council urged Congress to enact legislation forcing the companies to divest themselves of their total hold on the industry, "so that the companies may no longer produce as well as refine, transport and market petroleum," and to prohibit a company from owning competing sources of energy.

Youth Programs Stressed in Call To Reform Criminal Justice System

Bal Harbour, Fla.—The entire criminal justice system must be overhauled if America is to solve its ever-growing problem of crime, the AFL-CIO declared in outlining a 15-point reform proposal.

Immediate action is needed to renovate law enforcement agencies, the courts and correctional facilities, the Executive Council said.

But most essential "is a need to restore a climate of morality and ethical conduct," the council stressed in praising President Carter's efforts to set an example for all Americans to follow.

"The answer lies not in more and more jails, but in directing society's efforts against crime with an unswerving commitment to justice and the eradication of social ills that underlie the increase in crime," the council said.

While expressing concern over the increase in violent crime and so-called victimless offenses, the council rejected as unworkable the extreme proposals of some who would lock up the criminal and "throw away the key."

Labor's program for reform of the criminal justice system calls for:

1. Efforts to prevent juvenile crime through adequately funded programs in education, training, job placement, counseling and a federal youth conservation corps.

2. Diverting youthful offenders from correctional facilities to expanded and well-supervised community treatment programs.

3. Treatment in health care, social services and counseling for those accused of non-violent and victimless crimes.

4. Transferring children who have not committed criminal offenses from correctional institutions to community-based treatment centers.

5. Increased staffing and training for police departments and improvements in correctional institutions. Law officers also must have improved wages, along with full rights to union organization and collective bargaining.

6. Direction of law enforcement priorities to the prevention of most serious crimes first, and then to non-violent and victimless crimes.

7. Development of citizen volunteer corps under official authority and supervision to promote crime prevention in neighborhoods and to forestall vigilante actions.

8. Increasing the number of judges, in addition to improving their training and pay. Selection of judges should be based on legal competence, character and temperament.

9. Legislation to provide for long prison terms for violent crimes and isolating these offenders from potential victims.

10. A study of capital punishment by a presidential commission to determine if it is a deterrent to violent crime and if there is discrimination in its application.

11. Full funding of community education programs and related efforts that deal with disruptive students and to correct early childhood learning problems associated with crime.

12. Reform of the prison, bail, probation and parole systems. This would include education programs for offenders, properly supervised work-release projects, handling of prisoner grievances, separating youth from adult offenders and equity for the poor in the bail-bond system.

13. Expansion of community programs for job training and placement of ex-offenders, such as those sponsored by the federation's Human Resources Development Institute and other labor groups.

14. Federal legislation requiring police to check on purchases of all handguns and to prevent the sale of firearms to felons, minors and the emotionally disturbed.

15. Increased involvement of union members in community efforts designed to prevent crime and improve the criminal justice system.

Damage from Imports Cited:

U.S. Urged to Gear Trade Policy to Jobs

Bal Harbour, Fla.—The United States must develop a balanced foreign trade policy that is geared to the nation's need for jobs in a growing economy, the AFL-CIO declared.

Unless foreign trade policy and overseas investment practices are reshaped by the White House and Congress, the Executive Council warned, the American economy will remain vulnerable to foreign pressure.

The council statement and a background paper spelled out the problems evolving from existing trade policy and outlined a program designed to improve trade relations throughout the world.

"The AFL-CIO supports healthy, fair trade that will build a strong American economy," the council stressed. "We oppose the continued export of American jobs and industry, which has undermined the economy."

The council called for a legislative overhaul of the 1974 Trade Act and for strict enforcement of laws to better safeguard American firms and workers from serious injury caused by low-wage imports. It also called for the repeal of certain sections of the Trade Act that permit the flow of imports without tariffs and the export of American jobs.

The United States suffered a severe turnaround in the balance of trade in a single year, the council pointed out. An $11 billion surplus of exports over imports in 1975 shifted to a $5.9 billion deficit in 1976.

And the Commerce Dept. has since reported a deficit of $1.67 billion in January after seasonal adjustment — the worst one-month trade imbalance on record.

The council said new legislation is needed to regulate the export of items in short supply and called for closing tax loopholes and incentives for multinational corporations to shift investment, technology, production and jobs abroad.

Trade adjustment assistance—compensation for workers who lose their jobs to the increasing flow of imports—must be overhauled to assure that the affected workers receive the benefits, the council said.

But trade adjustment assistance itself is nothing more than a welfare program and not a solution to the nation's foreign trade problem, the council stressed.

It urged the repeal of outdated provisions of the nation's trade laws, stressing that exemptions should be handled on a case-by-case basis. It also called for the federal government to negotiate treaties to end the exploitation of workers in foreign trade zones.

"Negotiations with other nations should be based on the needs of the U.S. economy, not on political expediency," the council said. "The goal must be an expansion of trade based on fairness, reciprocity and mutual benefit."

Although codes of conduct for multinational corporations are necessary, the council observed, they are no substitute for strict enforcement of U.S. laws that prohibit bribery of foreign officials and participation in economic blackmail to undermine U.S. foreign policy.

The council also called for:

- More effective regulation of trade with Communist countries.
- Import quotas on imported shoes, color television sets, textiles, men's and women's clothing and rubber products.
- Limiting the loans, guarantees and insurance operations of the Eximbank.
- Repeal of Title V of the Trade Act that permits $3 billion of imports of many products from low-wage countries without any tariffs.

Revisions in Textile Import Pact Sought

Bal Harbour, Fla.—A modified five-year Multifiber Agreement to better minimize production and employment disruptions caused by textile and apparel imports should be renegotiated, the Executive Council said.

Under the existing international agreement that expires at the end of the year, the council noted, imports have increased substantially in recent years while employment in the U.S. textile and apparel industry has declined.

Key revisions sought urged for the new agreement to include:

- A reduction in the permissible annual growth rate of imports from 6 percent to 3 percent, in line with developments in domestic markets.
- Limiting flexibility provisions that allow year-to-year carryovers in ceilings and borrowing from future ceilings or other categories where shipments are lagging.

ACTION PROGRAM of the new AFL-CIO Food & Beverage Trades Dept. was shaped by the department's executive board at Bal Harbour, Fla. In the foreground, backs to camera, are Daniel E. Conway, secretary-treasurer of the department and president of the Bakery & Confectionery Workers; President James T. Housewright, who also is head of the Retail Clerks, and Executive Director Robert Harbrant.

Disputes Plan Success Tied To Mediation

Bal Harbour, Fla. — Mediation continues to be an effective means of settling disputes under the AFL-CIO plan with 57 percent of the cases filed settled in this manner, the Executive Council was told.

A report on the Internal Disputes Plan from January 1962 to date and for the year 1976, showed that the number of cases filed continued to decline from 125 in 1974 to 118 in 1975 and 77 cases last year. In the 15-year period 1,741 cases have been filed.

Of the 1976 cases, umpires' determinations were made in 42 with violations found in 29, no violations found in seven and six cases pending. Of the 18 appeals from decisions, two were referred to the council and in both cases the decisions were set aside or modified.

In 1976 there were 20 non-compliance complaints, 10 new ones and 10 pending. Compliance was achieved in three cases and 17 are pending before council subcommittees. Over the 15-year period there have been a total of 126 non-compliance complaints.

Over the years of the plan's operation, 13 affiliates have failed to comply with decisions in 23 different cases, and sanctions authorized by the plan were imposed. In 10 instances compliance was later achieved and sanctions removed. At present there are three affiliates under sanctions: Air Line Pilots, Typographical Union, and Graphic Arts Union.

Utility Rate Standards Sought to End Inequities

Bal Harbour, Fla.—Federal standards on utility rates to provide relief for low and middle-income families and encourage conservation have been called for by the AFL-CIO.

Citing the glaring inequities in utility rates that favor the large industrial user over the residential customer, the Executive Council called for action at both the federal and state level.

At the federal level, it urged the Administration and Congress to support legislation to set up mandatory standards for state utility commissions for setting electric and gas utility rates—standards to "narrow the gap" between residential and industrial and commercial rates.

At the state level, the council said that until such legislation is enacted, state commissions should be urged "to reform their rate structures to provide a measure of relief through lower and more equitable rates for the average consumer."

The council pointed out that over the last three years electricity rates have risen 47 percent and natural gas rates for home heating have increased 82 percent. The inequities in the rate structure, it said, "are reflected in the fact that residential customers pay about 64 percent more per kilowatt hour of electricity than industrial users pay. In effect, residential consumers and other small users are subsidizing large industrial users" and residential users "have the least power to resist rate increases."

Rate structures that most commonly charge a lower rate for increased use of electricity and natural gas remove the incentive to conserve, the statement said, urging consideration of "lifeline" rates or the sale of a minimum amount of electricity or natural gas at a low rate, and "time of day pricing," which would charge more for electricity during the hours of the day when demands are greatest. This would encourage conservation and help hold down rates for the average consumer.

The council added that the restructuring of rates to encourage conservation and to make rates more equitable should not cause a rate increase to other residential users.

Carter Renews Support for Consumer Unit

The new executive director of the Consumer Federation of America reported at the close of its annual conference that President Carter has renewed his support for a federal consumer-protection agency.

Kathleen F. O'Reilly, who succeeds Carol T. Foreman in the post, said that Carter reaffirmed his support for the consumer agency at a Feb. 14 White House meeting with seven consumer leaders.

O'Reilly, formerly CFA's legislative director, termed the President's latest expression of support for the agency "extremely gratifying." A native of Detroit, O'Reilly also served as CFA's counsel. She is a graduate of the Georgetown University Law Center.

Foreman, who resigned to become a consultant to Agriculture Sec. Bob Bergland, had held the top CFA position the past three years.

O'Reilly's election came at CFA's annual meeting following the organization's annual Consumer Assembly. Lee Richardson, a Louisiana State University economics professor, was re-elected to his second consecutive one-year term as president of the consumer group.

CFA, which is supported by the AFL-CIO, is an umbrella organization representing grass-roots consumer groups.

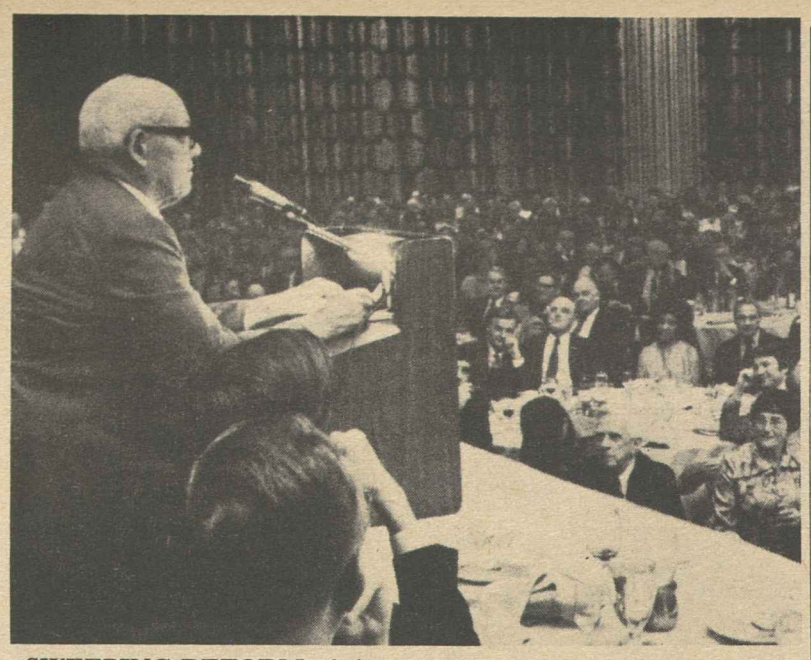
Carter Supported On Reorganization

Bal Harbour, Fla. — Congress should give the President the government reorganization authority he has asked, the AFL-CIO Executive Council said.

The Administration bill, based on powers given previous presidents, would let a proposed reorganization of a government agency take effect unless either the House or Senate voted disapproval.

But the council urged the Carter Administration to consult with the AFL-CIO and unions of federal employees in developing its plans. It said these sources represent a helpful "reservoir of experience."

IT WAS ALL MINNESOTA when a delegation of Postal Workers officials met with Vice President Mondale at the White House to discuss the union's legislative goals. From left are Mondale; Forrest M. Newman, administrative aide for the Clerk Craft Division; APWU Legislative Director Patrick J. Nilan, and Clerk Craft President John A. Morgan. All are originally from Minnesota.



SWEEPING REFORM of the nation's basic labor law is needed to correct the present imbalance that favors employers over workers, AFL-CIO President George Meany declared at a dinner marking the 30-millionth vote cast in National Labor Relations Board elections. Expedited procedures, more effective remedies, and quicker processing of representation election petitions and unfair labor practice charges head the list of improvements labor seeks, Meany said.

At NLRB Dinner:

Meany Pledges Strong Fight For Overhaul of Labor Law

(Continued from Page 1)

ers have pulled out all stops to thwart its intent. The aim of the law is to encourage "the practice and procedure of collective bargaining," he said, yet "between the intent and the reality there is a colossal gap of empty promises, delays and frustrations, and the gap has grown instead of shrinking."

Passage of the Taft-Hartley Act in 1947 and the Landrum-Griffin Act in 1959 has weakened the original Labor Relations Act, and strengthened the hand of those employers who seek to frustrate workers' right to organize and bargain collectively, Meany said.

"For workers who face that kind of opposition and still seek to organize and negotiate their first contract, it is as if the Wagner Act never existed and the last 42 years never happened. They face the law of the jungle and the power of professional union-busters and strikebreakers just as surely as their grandfathers did."

The AFL-CIO will do "anything in our power" to redress the imbalance, Meany declared.

"We are not looking for a new labor law," he told the audience. "We are perfectly confident that the present law can be made to work by correcting the most glaring procedural and remedial deficiencies." Meany said the AFL-CIO will document its complaints and submit clear recommendations to Congress for solutions that are "equitable and fair."

He hailed the 30-millionth NLRB election ballot as "a significant milestone in American labor-management relations." A letter to NLRB Chairman Betty S. Murphy from President Carter said that the secret-ballot elections provided under the Wagner Act have "contributed to building a system of peaceful industrial relations that is the envy of the world."

Speaking in Carter's behalf, Labor Sec. Ray Marshall said the occasion afforded Americans an opportunity to "take some pride in what has been accomplished in this country." Yet, while the Wagner Act brought democracy to industrial relations, there remain flaws in the country's labor law, he said.

"There is general agreement among practitioners of industrial relations that we need to speed up the process of elections as well as the handling of unfair labor charges," he said. "And we need to extend collective bargaining to those who really need it most—the powerless."

R. Heath Larry, vice chairman of U.S. Steel and head of the National Association of Manufacturers, also spoke at the event.

Since Congress in 1935 established the procedure for government-supervised secret-ballot elections in which workers choose whether they wish to be represented by a union, some 300,000 elections have been held, with nearly 90 percent of eligible voters participating.

When the Wagner Act became law, about half of American labor disputes were over union recognition issues and employee organizational rights. Today, the NLRB estimates, fewer than 1 percent of all strikes stem from this cause.

The first election ever held under the Wagner Act took place on Dec. 12, 1935, among employees of Wayne Knitting Mills in Fort Wayne, Ind. By a vote of 516 to 401, the workers chose the Hosiery Workers as their bargaining agent.

The union later became part of the Textile Workers Union of America, which last summer merged with the Clothing Workers to form the Amalgamated Clothing & Textile Workers Union.

John C. Seidel of Fort Wayne, who voted in that first NLRB election, was at the dinner as a guest of ACTWU. Seidel worked as a knitter for the company from 1917 until 1953 when most of the mill's knitting operations were relocated in the South.

Also attending the dinner were Adolph Benet, the last president of the Hosiery Workers; Harold Rieve, son of the late Emil Rieve, first president of the Textile Workers, and Marion Groce, director of ACTWU's Indiana-Kentucky Joint Board.

As best as the NLRB can determine, the 30-millionth vote was cast in an election held last Dec. 16 among employees of the Millers Falls Paper Co., in Millers Falls, Mass. Workers chose the Paperworkers to represent them in collective bargaining with their employer.

Representing the workers at the dinner were Joseph J. Garbeil, president of the newly established Millers Falls local, and Raymond LaPlante, the Paperworkers' New England vice president. Congratulating both the union and the company, Meany had this advice:

"Listen to each other, weigh each other's needs and goals, work out a mutually agreeable contract that is just and fair to both sides. That was what the framers of the National Labor Relations Act wanted when they drafted the law 42 years ago. Today, that is still the soundest prescription for sound, harmonious industrial democracy."

But, Meany added, unfair employers have spent 42 years evading the law with virtual impunity. "Union-busting is a thriving industry, because flouting the law is 'cost-effective,'" Meany said. "Employers make more when they violate the law than when they abide by the law.

"J. P. Stevens, in fact, has done more violence to the law with 'consultants' than Tom Girdler was able to do with goons." Girdler, a former president of Republic Steel, was a notorious anti-unionist of the 1930s. Stevens, the nation's second largest textile manufacturer, has resisted unionization of its workers since 1963 in the face of 15 NLRB findings that it has violated the Taft-Hartley Act by refusing to bargain or by firing and intimidating employees.

Spelling out labor's goals in its campaign to overhaul the NLRA, Meany said the AFL-CIO wants expedited NLRB elections, repeal of Section 14(b) of the Taft-Hartley Act that permits states to outlaw union security agreements, generally streamlined NLRB procedures, an increase from five to nine in the board's members, an end to government subsidization of employers who consistently and repeatedly violate federal labor law, and effective remedies for employer violations.

"In addition to the changes I have outlined," Meany said, "we intend to ask Congress for one more change to correct an injustice that has been a blight on American society far too long. We want to see every worker in America covered by the National Labor Relations Act." Many workers, notably public employees and farm workers, are outside the law's protective provisions.

"Common sense dictates that the law should cover all who need its protection—without exceptions or exclusions—and that its enforcement should be swift, fair, impartial and effective," Meany said.

Court Refuses to Delay Coke Oven Standards

Philadelphia—The U.S. Third Circuit Court of Appeals ruled in favor of the Steelworkers in refusing to extend a delay in implementing four crucial sections of the new coke oven health regulations.

The court had granted industry a temporary stay on the four provisions two days before the federal standard to curb worker exposure to cancer-causing coke oven emissions was to go into effect on Jan. 20.

Certain key parts of the Occupational Safety & Health Administration standard, including a gradual phase-in of engineering controls and work practice guidelines, did go into effect on schedule.

The American Iron & Steel Institute and the American Coke & Coal Chemical Institute requested the court to continue the stay. The delayed sections provide for comprehensive monitoring of coke oven emissions, employer-supplied respirators and protective clothing for coke oven workers, and air quality and hygiene controls in lunch rooms and locker rooms.

When the standard is fully phased in during the next three years, it will limit coke oven emissions in working areas to 0.15 milligrams of benzene-soluable particulate matter per cubic meter of air over an eight-hour period.

But the two employer associations are also challenging the entire standard in the same appellate court. The USWA said it was gratified at the court's action vacating the temporary stay on the four sections and called on the two industry groups to withdraw their request for a review of the entire standard.

In its arguments before the court, USWA said the steel companies and coke producers failed to make a meaningful effort to meet the requirements of the four sections of the standard.

The union's attorneys pointed out that technology is readily available and OSHA had given the companies adequate time to comply with the first phase of the standard.

The USWA has been vigorously campaigning for the development and implementation of a stiff coke oven standard since 1971. Medical studies cited by the union have shown that coke oven workers are 10 times more likely to get cancer than other groups of workers.

Rubber Workers Fill Key Staff Positions

Akron, O. — Rubber Workers President Peter Bommarito has announced a series of staff changes, including designation of Bob G. Long as organizational director and Jack Moye as assistant to the president.

Also, Patrick Glenn was named assistant director of the Pension & Insurance Dept., and Harold W. Jenkins was designated special representative for education and organizing.

Labor Studies Center Lists March Schedule

The George Meany Center for Labor Studies will offer five programs in March for full-time officers and staff members of AFL-CIO affiliates. Five national and international unions will also use the center's 47-acre campus at Silver Spring, Md., for their own staff training programs as will the Building & Construction Trades Dept., the AFL-CIO Dept. of Education, the Asian-American Free Labor Institute and the Pennsylvania State AFL-CIO.

The March schedule for the center:

Arbitration I: Preparation and Presentation. From 4 p.m., Mar. 13, to Mar. 18.

Psychology for Union Leaders—Mar. 13-18.

Collective Bargaining I: Negotiating Techniques—From 4 p.m., Mar. 20 to Mar. 25.

Public Relations Workshop—From 4 p.m., Mar. 20 to Mar. 25.

How to Improve Leadership Skills—From 4 p.m., Mar. 27 to Apr. 1.

The AFL-CIO Dept. of Education will host the annual meeting of education directors of all national and international unions Mar. 6-9.

The Pennsylvania State AFL-CIO will bring 120 local union legislative chairmen to the campus Mar. 9-12 preparatory to visiting Congress.

The Building and Construction Trades Dept. will conduct another of its Job Safety Programs which it co-sponsors with the National Constructors Association, Mar. 20 to 25.

The Asian-American Free Labor Institute will be on campus for a 10-day conference of its field staff.

Unions making use of the campus during March include the Communications Workers, Machinists, Government Employees, Flight Attendants, and Railroad Signalmen.

One off-campus program is scheduled for the month, an institute for building trades business agents at the University of Alabama, Birmingham. Topics will include labor law, health and safety at the work site, jurisdictional disputes. From 4 p.m., Mar. 6 to Mar. 11.

More information about these and other labor studies programs may be obtained from Fred K. Hoehler, Jr., director, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Phone 301/431-6400.

Unions Picket Mutual Radio Over Lockout

Arlington, Va.—The Television & Radio Artists set up picket lines at the Mutual Broadcasting System headquarters here after accusing the radio network of illegally firing four AFTRA members and locking out several others.

The 40 AFTRA members participating in the unfair labor practice strike joined 37 members of the International Brotherhood of Electrical Workers, who walked out under similar circumstances a week earlier.

Both unions have filed charges against Mutual with the National Labor Relations Board.

AFTRA said that no economic issues are involved in the dispute with Mutual. The IBEW said the network locked out its members after they had rejected a company proposal on a new contract that would severely cut back jobs and jurisdiction.

The AFL-CIO has withdrawn its weekly public affairs interview, Labor News Conference, from the Mutual network as a result of the disputes.

Labor, Minority Policies:

J. P. Stevens Blasted At Company Meeting

(Continued from Page 1)

policies and anti-union activities of the company, demanding that Stevens cease blocking efforts of its employees to unionize and stop discriminating against minorities.

The demonstration officially underscored the Clothing & Textile Workers' nationwide consumer boycott of Stevens products as the company maintained its anti-union record when majority stockholders voted down two resolutions seeking disclosure of information on the firm's labor policies and minority hiring practices.

The two resolutions were filed by the World Division of the Board of Global Ministries of the United Methodist Church, the Catholic Foreign Mission Society of America, the Institute of Christian Doctrine, the Franciscan Missionaries of Mary and the Franciscan Justice and Peace Office.

Throughout the long four-hour meeting, speaker after speaker called for social justice and equality for all Stevens employees.

William DuChessi, ACTWU executive vice president, said that "if it takes 10 or 20 years, Stevens is going to be made to live up to the law and recognize the aspirations for all Stevens employees."

DuChessi later called upon James D. Finley, board chairman of Stevens, "to do the right thing without the threats of discharge or wiretapping and other intimidations."

Coretta Scott King, widow of Martin Luther King, Jr., joined the march around Stevens Tower and added her support for the two resolutions, recalling that her husband had said during the Montgomery bus protest in 1956:

"Our struggle is not towards putting the bus company out of business, but towards putting justice in business."

A vote for the equal opportunity resolution, Mrs. King said, "will signify your agreement with my husband's sentiments."

Representatives of the church groups also denounced the company's policies and repeatedly pressed the demand calling for social justice for the employees. These church groups, working through the Interfaith Center on Corporate Responsibility, filed the shareholder resolutions seeking disclosure of minority hiring and labor practices at Stevens.

Most of the votes cast in support of the disclosure resolutions came from religious and educational institutions that held blocs of stock as part of investment portfolios. Before the vote, New York State Controller Arthur Levitt announced that he would vote the 121,000 shares of Stevens stock owned by the state employees retirement system for the resolutions.

Management held the overwhelming majority of proxies, however, and the resolutions garnered only about 5 percent of the vote. But they served their intended purpose as a forum to focus attention on the company's law-flouting practices.

The textile chain had sought to avoid listing the resolutions on its proxy statements but the Securities & Exchange Commission insisted on it.

Also on hand were a number of workers from J. P. Stevens plants who directly refuted misleading statements by the company's board chairman and gave first-hand testimony to the stockholders on the substandard working conditions, intimidations, firings and other tactics employed by the firm to prevent them from joining a union.

Summing up the reaction of many of the church and labor representatives at the meeting, AFL-CIO Regional Director Michael Mann deplored the 18th Century tactics of the company, declaring that "it's a question of human rights."

Mann pointed out that Stevens, the nation's second largest textile manufacturer, had been found guilty in case after case by the National Labor Relations Board and U.S. courts for flagrantly violating federal laws designed to protect the rights of workers.

The company's attitude was made clear to the church groups and trade unionists when Board Chairman Finley ordered a speaker "to just sit down and behave," and later declared that he could "sit here and overrule anything. We do not operate by Roberts Rules of Order. We have J. P. Stevens rules of order."

When one stockholder asked the corporation head how much the company had spent on litigation arising out of its labor policies and on back pay and penalties ordered by the NLRB, the answer was: "That's a private deal between me and the lawyers."

DEMONSTRATORS protesting union-busting policies of J. P. Stevens & Co. circle the company's headquarters in New York where the annual stockholders' meeting was held. Holding the banner are, from left, New York City Council President Paul O'Dwyer, Mrs. Coretta Scott King and Mrs. Ola Harrell, a former J. P. Stevens employee who came from Roanoke Rapids, N.C., to join the protest. Behind her is civil rights leader Bayard Rustin.

High Court Curbs Right of Unions To Enforce Clause Preserving Jobs

A 6-3 Supreme Court majority has limited the right of construction unions to enforce collective bargaining agreements containing work preservation provisions that the court agrees are legal.

At issue was whether a New York Pipefitters local had engaged in a legal primary strike against the subcontractor who sought to violate the provision, or whether it had conducted an illegal secondary boycott against a "neutral" general contractor.

The general contractor required the subcontractor to install a factory-built heating and air conditioning system in which the internal piping was already cut and threaded. The subcontractor sought to comply, even though his contract with the union specified that pipe-threading and cutting would continue to be done at the job site.

A 1967 Supreme Court ruling held such work preservation clauses legal, and the present court did not dispute the legality of the provision in the Pipefitters contract.

But the majority took the position adopted by the National Labor Relations Board that since the general contractor specified the use of pre-threaded piping, there was nothing the subcontractor could do about it and therefore the union's refusal to install the equipment could only be interpreted as being aimed at the general contractor, a "secondary" target.

The Supreme Court majority reversed an appellate court decision that upheld the union and rejected the NLRB position. The appellate court said there were various means by which the subcontractor could have reached an agreement with the union that would have allowed the work to continue, and thus the dispute was a primary one. But the Supreme Court dismissed that as too speculative and held the NLRB was in a better position to judge the facts of the case.

In a sharp dissent, Justice William J. Brennan, Jr., stressed it was the subcontractor who had breached his agreement with the union and the union's pressure was legally directed at him.

Joining him in dissent were Justices Thurgood Marshall and Potter Stewart.

Marshall also joined with Brennan in an overview of the issue which made these points:

"Technological change has threatened the stability of jobs in a number of industries. Workers in those industries are understandably concerned about the possibility that new technological advances or increased reliance on prefabricated materials will render their skills superfluous and eliminate their jobs, and have sought reassurance against those fears from employers through collective bargaining."

It could be argued, Brennan wrote, that it would be better to let technological change proceed "unhampered by the demands of labor," but that isn't for the courts to decide.

Congress, he stressed, has adopted a national labor policy "for management and labor voluntarily to negotiate for solutions to these significant and difficult problems."

Brennan concluded that the court majority had undermined this policy by, in effect, allowing an employer to welsh on his collective bargaining agreement by shifting the onus to another party.

"This is surely a serious setback for national labor policy, and hardly conducive to labor peace," he concluded.

Wage Control Revival Draws Firm Rejection

(Continued from Page 1)

ity advance and the waste and inefficiency that resulted from government policies to engineer slump conditions, which were pursued in the name of combating inflation," the AFL-CIO asserted.

The Nixon-Ford gimmicks failed to come to grips with the basic supply and bottleneck factors that ignited price increases in the 1970s, thus permitting oligopolies to maintain and even push their prices upward in the face of the slack in the economy, the council said.

Terming it a "dismal failure," the AFL-CIO called for abolition of the Council on Wage & Price Stability which has "played a propagandistic role of attacking union-won wage increases."

The Executive Council renewed the federation's call for massive federal stimulation of the economy to lower unemployment, saying a $30 billion job-creation program is needed to make any real dent in current joblessness. Such stimulus would amount to about 1.5 percent of gross national product, and represent an increase in federal budget outlays of less than 10 percent, the council said.

The AFL-CIO program would create 2 million jobs directly and hundreds of thousands of others as purchasing power increased, the council said. The federation's program would expand the accelerated public works program by $10 billion; the public service employment program by $8 billion, providing a total of one million service jobs; governmental housing programs by $8 billion; youth employment and training programs by $2 billion, and countercyclical aid to state and local governments by $2 billion.

The AFL-CIO plan also recommended congressional direction to the Federal Reserve Board to provide sufficient growth in the money supply and credit to enable the stimulus program to work.

Other recommendations included:

- An immediate increase in the minimum wage to $3 an hour, with a provision for an automatic mechanism setting the wage floor at 60 percent of the average hourly earnings in manufacturing.
- A comprehensive energy policy to establish American independence from foreign oil.
- Adoption of policies and laws affecting international trade and international investment to meet the interests of the people of the United States and the economy at home.
- Adequate governmental planning to forestall future shortages and bottlenecks that contribute to inflation. Antitrust action should be used to encourage competitive pricing throughout the economy, and full employment should be the nation's goal.

Jobless Rate in 21 States Above National Average

The average unemployment rate in 21 states and the District of Columbia exceeded the 7.7 percent national average last year, the Bureau of Labor Statistics reported.

In addition, eight of the nation's 10 largest cities experienced a jobless rate that was higher than the 1976 national average, BLS said.

Severe unemployment was concentrated in the Northeast and the Pacific Coast states, the government said. The lowest jobless rates were in the smaller states, especially in the nation's central section.

Joblessness tended to be highest in large metropolitan areas and urban centers, BLS observed. Of 30 major metropolitan areas, 18 reported jobless rates above 7.7 percent in 1976.

The 21 states with rates above the national average were Alaska, Arizona, California, Connecticut, Delaware, Florida, Georgia, Hawaii, Louisiana, Massachusetts, Michigan, Nevada, New Hampshire, New Jersey, New Mexico, Ohio, Oregon, Pennsylvania, Rhode Island, Vermont, and Washington State.

New Jersey's jobless rate, 10.4 percent, was the highest in the nation, followed by New York, 10.3 percent.

Among urban areas, San Diego, Calif., registered the highest unemployment rate for the year, 11.8 percent. Joblessness exceeded 10 percent also in Buffalo, Newark, New York, and the San Francisco-Oakland area.

At House Hearings:

Building Trades Seek Equity In Job-Site Picketing Rights

Construction unions and the AFL-CIO pressed at House hearings for swift passage of a common site picketing bill patterned after the legislation that President Ford vetoed last year.

It would allow picketing of a construction site by a union having a dispute with one of several subcontractors working on the same job. A frequent cause of dispute is the use of a non-union subcontractor on an otherwise all-union job.

There are no comparable picketing restrictions on unions in other industries, and President Robert A. Georgine of the AFL-CIO Building & Construction Trades Dept. said the bill embodies the "fundamental principle" of "equal justice under law" in labor-management matters.

Georgine said contractors are using the ban on picketing to replace union workers and shift to non-union operations. "It has made the building trades unions and members legally powerless to protect themselves" while giving employers "a virtual license to destroy unions with impunity."

The picketing restrictions stem from a 1951 Supreme Court decision which took the view that picketing a subcontractor at the jobsite violates the Taft-Hartley Act ban on secondary boycotts by infringing on supposedly neutral employers also working on the job.

But the "realities of the construction industry," Georgine testified, are that all of the subcontractors and their employees work together as a team and there are no "neutrals" involved.

Subcommittee Chairman Frank Thompson, Jr. (D-N.J.), who sponsored the bill, said the hearings will be relatively brief since the issues have all been fully debated in past years.

He announced that he will add to the bill he introduced the construction industry collective bargaining legislation that was a part of the vetoed bill. It had originally been shaped by former Labor Sec. John T. Dunlop, in consultation with union and management leaders, to minimize the number of local strikes.

Ford said he would sign the picketing bill if it included that section, but he broke his word and Dunlop resigned from the Cabinet.

Labor Sec. Ray Marshall is already personally on record in support of both the picketing and bargaining sections of the bill.

AFL-CIO Legislative Director Andrew J. Biemiller reiterated the federation's strong support of the bill. In a letter to Thompson, Biemiller termed repassage of the vetoed bill the "unfinshed business" of Congress.

One of the nation's leading civil rights leaders, Clarence Mitchell, testified on behalf of the NAACP in support of the site picketing bill—and in refutation of contractors who have sought to argue that blacks will have fewer job opportunities if construction unions have broader picketing rights.

Mitchell told the panel that "there are probably twice as many blacks participating in apprenticeship programs under union auspices, compared to nonunion apprenticeship programs."

He noted that the legislation prohibits picketing for any unlawful purpose such as racial exclusion, stressed the importance that the right to picket has had in achieving civil rights, and said the 1964 and 1972 civil rights laws would never have been enacted without labor's strong support.

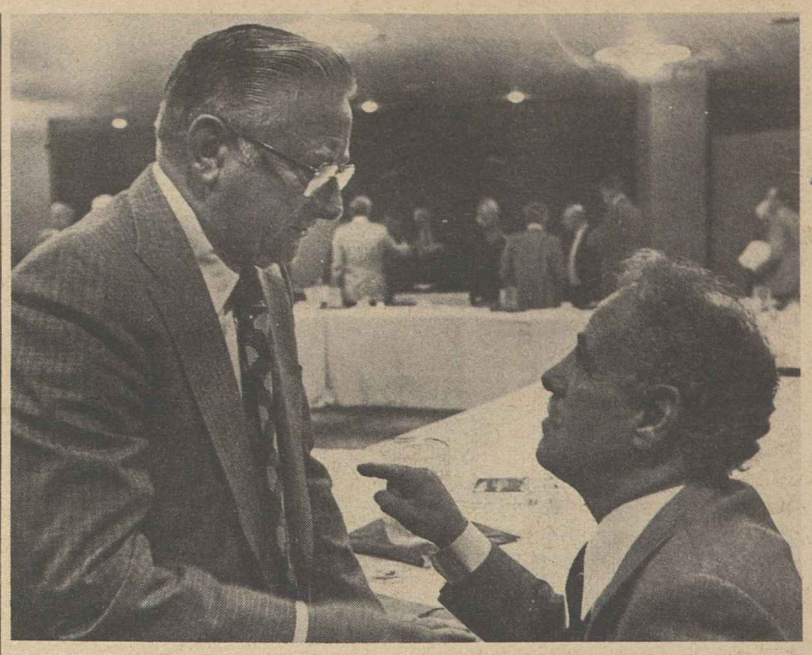
When asked why, if the situs picketing law would help blacks, as association of minority contractors opposes its passage, Mitchell retorted: "Because they have the same view as any other contractors."

Georgine told the subcommittee that many of the protections of the National Labor Relations Act are not available to construction workers and their unions because of the nature of the industry.

The non-union share of construction is growing, he testified. "National contractor associations are conducting schools across the United States, with lawyer-teachers who train union contractors in how to convert to non-union operations . . . protected by the unfair provisions of the Taft-Hartley Act."

The curb on picketing "has placed all the legal weapons in the hands of the contractors," Georgine said. He then asked: "Must the building and construction trades remain silent while we are being destroyed?"

The BCTD earlier announced that a nationwide opinion survey revealed public support for changing the law so construction workers will be given equal treatment with manufacturing workers.



DISCUSSION CONTINUES as AFL-CIO Executive Council recesses. Matthew Guinan, left, is president of the Transport Workers and Peter Bommarito heads the Rubber Workers.

Drive Renewed to End Hatch Act Restrictions

A new drive to end restrictions on political action by government workers was launched by the AFL-CIO, its Public Employee Dept., and unions that bargain for federal and postal employees.

Presiding over the House subcommittee hearings was Rep. William L. Clay (D-Mo.), whose bill to amend the 1939 Hatch Act passed Congress last year but was killed by the veto of former President Ford.

AFL-CIO Legislative Rep. Kenneth A. Meiklejohn, the lead-off witness, termed the bill "a high priority objective" of the federation. The restrictions imposed by the Hatch Act, he testified, "stultifies the political process and denies several million citizens their full citizenship rights."

The Clay bill would lift restrictions on voluntary political activity of federal workers. But it would strengthen safeguards against putting pressure on employees to contribute to or work for a candidate or party.

Its enactment is needed, Meiklejohn said, to restore "fundamental rights . . . to the nearly 3 million Americans who work for the federal government."

John A. McCart, executive director of the AFL-CIO Public Employee Dept., said the effect of the Hatch Act has been to discourage and frighten government workers from being active citizens, even to the extent permitted by law.

"Many feel that the safest course is to take no part in the political life of the community," he testified.

The bill would establish a three-member board to "hear and decide" complaints of improper political pressure. McCart said the strong safeguards for government employees are essential to the bill and to labor's support of it.

Letter Carriers President J. Joseph Vacca and Postal Workers Legislative Director Patrick J. Nilan spoke for nearly 600,000 Postal Service employees in support of the Clay bill.

Vacca noted that the Letter Carriers had challenged the Hatch Act as a violation of constitutional rights to free speech in a case that reached the Supreme Court in 1973.

While a 6-3 majority of the court upheld the law, the union continues to believe it an infringement on freedom of speech.

Nilan termed the Hatch Act "an outstanding example of legislative overkill."

He noted that other western democratic nations have largely eliminated restrictions comparable to the Hatch Act. And not entirely by coincidence, Nilan suggested, their rate of participation in elections is substantially higher than in the United States.

Joseph D. Gleason, executive vice president of the Government Employees (AFGE), stressed that there is no conflict between the merit principle in government and "full citizenship" for the employees of government.

It is in the public interest, he said, for government workers to be seen and to think of themselves as being "not that much different from other citizens."

Other AFL-CIO affiliates endorsing the Clay bill at the opening day of the hearings were the Technical Engineers and the Air Traffic Controllers. The bill also was backed by several non-affiliated employee organizations.

In opening the hearings, Clay noted that the Hatch Act was originally passed in response to revelations of "coercion and kickbacks" in federal relief programs and not out of any congressional concern about voluntary political activity by federal employees.

He said he finds it "difficult to believe" that Congress intended to deny federal employees "the same opportunity to fully participate in the political process that is available to all other citizens."

Steelworkers, Crafts Agree on Disputes Plan

Bal Harbour, Fla.—The Steelworkers and the AFL-CIO Building & Construction Trades Dept. have agreed on procedures for settling any disputes resulting from a 1972 merger that brought a group of construction workers into the USWA.

That was when the Allied & Technical Workers, better known as District 50, affiliated with the Steelworkers after having left the Mine Workers over a decade earlier and functioned as an independent union. District 50's diverse membership included some construction workers.

Steelworkers President I. W. Abel and BCTD President Robert A. Georgine said most problems that have arisen since then have been resolved satisfactorily under an informal agreement that the USWA wouldn't try to expand its construction jurisdiction and the building trades wouldn't interfere with the bargaining rights acquired by the Steelworkers in the District 50 merger.

To deal more adequately with problems that remain, a more detailed written agreement was worked out. In a joint announcement, Georgine and Abel said it showed that the trade union movement can successfully resolve its internal problems "without any external pressure."

The agreement specifies that the Steelworkers will not organize employees of construction industry contractors not already under contract with the USWA.

On existing construction contracts held by the USWA, the Steelworkers will seek in contract renewals "payment of wages and economic benefits as comparable as possible to wages and economic benefits paid under contracts of the Building Trades Dept. unions in the area where the work is performed."

The agreement stipulates that in areas where employers bargain through an association, the Steelworkers have a conditional right to organize non-union contractors who are in competition with those under contract to the USWA or to the building trades, subject to prior discussion with the Building & Construction Trades Dept.

Under the agreement, there will be a complete exchange of information and agreements between the USWA and the 17 affiliates of the BCTD. The parties will establish joint committees at the national level to resolve any jurisdictional problems. But where possible, disputes are to be resolved at local and district levels. Disputes not resolved there will be channeled through the Steelworkers international office and the Building & Construction Trades Dept.

The agreement is binding until Jan. 14, 1980, and will continue from year-to-year thereafter subject to annual review and renegotiation at the request of either party.

U.S. Reaffirms Warning On Withdrawal from ILO

The International Labor Organization is still on notice that continued U.S. membership depends on the direction the ILO takes this year.

A joint statement by the Secretaries of State, Labor and Commerce reaffirmed the two-year notice of withdrawal sent to the ILO on Nov. 5, 1975, with the support of worker and employer delegates to the tripartite UN agency.

The notice letter reflected strong dissatisfaction with the ILO's transformation into a political propaganda forum by a coalition of Communist and Arab-allied nations. It added:

"The U.S. does not desire to leave the ILO. The U.S. does not expect to do so. But we do intend to make every possible effort to promote the conditions which will facilitate our continued participation. If this should prove impossible, we are in fact prepared to depart."

The new statement said the issue of ILO membership "will remain under continuing review by a Cabinet-level committee where, we hope, the AFL-CIO and the Chamber of Commerce will continue to play active roles."

It affirmed that the views expressed in the 1975 letter "are no less valid today" and will guide "our ultimate decision in the critical months ahead."

Correspondence about address corrections should be sent with attached mailing label to: AFL-CIO Subscriptions, Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

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Marshall Backs Site Picketing as 'Fair'

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Tells House Carter Will Sign Bill

President Carter will sign the construction site picketing bill if Congress passes it, Labor Sec. Ray Marshall testified.

He noted that President Ford had made a similar promise, only to "mysteriously" veto the legislation after it had passed the House and Senate "with bipartisan support." But Marshall made clear, in his testimony before a House Labor subcommittee, that he doesn't expect any such switch in signals from President Carter.

Ford's veto, which led to the resignation of John T. Dunlop as Secretary of Labor, reflected anti-union hostility to the bill, Marshall said.

He told the subcommittee that he considers the legislation "fair and equitable." He said he disagrees with the view that picketing of a common construction site in a dispute with one of the subcontractors amounts to a secondary boycott against neutrals. And he thinks the present application of the law is "discriminatory" against construction workers.

While the collective bargaining section of the bill isn't "the answer to all the ills which have beset the construction industry," Marshall stressed that "it does provide a framework within which these problems can be addressed."

The President's promise to sign the bill, Marshall said, has as its only condition that the legislation sent to him follow the pattern of the bill that Ford vetoed, including the collective bargaining section and an exemption for small residential construction.

Marshall said the battle over common site picketing legislation had assumed such symbolic importance that it made it more difficult for construction unions and management to cooperate in resolving the industry's "unique problems."

The climate for cooperation will be better when the bill is passed, he suggested.

Otherwise, Marshall warned, the festering controversy will continue and "efforts to bring about long-term solutions will, at best, be extremely difficult."

Marshall agreed that the legislation would make it more likely that construction sites would be either all union or all non-union, but he saw no objection to that. In his view, "mixing of labor policies at a construction site is not conducive to industrial peace, productivity or good management."

$3 Minimum Wage Asked With Link to Factory Pay

MURAL PAINTINGS depicting the history and progress of American labor were dedicated at the new Labor Dept. building in Washington. From left are Thomas R. Donahue, executive assistant to AFL-CIO President George Meany; Labor Sec. Ray Marshall, Mrs. Walter F. Mondale, wife of the Vice President, and artist Jack Beal. **(Story, Page 8.)**

36% Price Rise Cited Since 1972

The AFL-CIO pressed Congress for an overdue increase in the minimum wage to $3 an hour, and proposed that it be automatically adjusted each year to match 60 percent of average hourly earnings in manufacturing.

Legislative Director Andrew J. Biemiller told a House Subcommittee on Labor Standards that the present $2.30 wage floor reflects the economic conditions of 1972. Since then, he noted, both the consumer price index and the average manufacturing wage have risen 36 percent.

Subcommittee Chairman John H. Dent (D-Pa.) has introduced a bill to raise the wage floor and link it to the manufacturing wage level, and Biemiller termed the 60 percent escalator "an idea whose time has certainly come."

He noted that as far back as 1949, the late Sen. Robert A. Taft (R-Ohio) had suggested an identical plan.

Biemiller strongly urged Congress to reject any subminimum wage for teenagers—a concept repeatedly advanced by employer groups.

Lowering wages doesn't create jobs, Biemiller stressed. "It creates poverty."

Creating more unemployment among older age groups is hardly the way to bring down teenage unemployment, he commented. He noted that population projections show that the number of teenagers will decline by 9 percent over the next 10 years, while the 20-to-24 age group will increase more than 12 percent.

"The teenager job problem will then become a young adult problem," Biemiller suggested. Will those now advocating a submini-

(Continued on Page 3)

Serious Damage:

Panel Finds Imports Imperil TV Industry

The Committee to Preserve American Color Television (COMPACT) hailed the finding of the International Trade Commission that imports are seriously damaging the domestic color television industry and urged the ITC to recommend to President Carter a remedy that will be commensurate with the decision.

COMPACT, a labor-industry coalition that had petitioned for relief from the surging tide of TV set imports, said it hoped the commission would recommend import quotas. Jacob Clayman, secretary-treasurer of the AFL-CIO Industrial Union Dept., and Allen W. Dawson, executive vice president of Corning Glass Works, the co-chairmen of COMPACT, said that import quotas represent "the only adequate relief in view of the extensive damage done to our companies and union members by the rapid acceleration of TV imports in the past year.

"We are confident that the commission will carry out the intent of Congress in passing the Trade Act of 1974, and recommend a realistic import quota formula that will revive this industry and preserve the jobs of our people," Clayman and Dawson said in a statement.

The ITC met in Washington on Mar. 10 to decide on the remedy recommendation but deferred its decision until at least the first part of next week. The President has 60 days to accept or reject the commission's recommendation. If he rejects or modifies it, Congress has 90 days to overrule him.

Color TV imports accounted for 42 percent of sales in 1976, up from 17.9 percent in 1975. The number of Americans directly employed in making color TV sets de-

(Continued on Page 8)

True Jobless Rate Set at 10.3 Percent

Layoffs caused by severe winter weather and energy shortages helped push the nation's unemployment rate up by two-tenths of 1 percent in February—from 7.3 to 7.5 percent — as high joblessness continued to plague the nation's economy.

AFL-CIO President George Meany observed that the latest Bureau of Labor Statistics report on unemployment shows that "the economy remains in the same sad shape it was a year ago this time."

Meany said that the AFL-CIO's realistic measure of unemployment put last month's jobless rate at 10.3 percent of the workforce. That figure takes into account workers on involuntary part-time schedules due

(Continued on Page 6)

More Funds Sought For Housing Catch-Up

The AFL-CIO urged Congress to grant higher spending levels for a variety of federal housing programs, declaring the increased authorizations are needed to end the country's acute housing crunch.

While the greatest need for government assistance is among low-income families, Director Henry B. Schechter of the federation's Dept. of Urban Affairs also stressed the need for aid to middle-income families that increasingly are priced out of the homebuying market.

About 2.45 million new housing units are needed annually through 1985 because of the high birth rate two decades ago and the low number of housing starts in the last few years, Schechter said. And this estimate of basic requirements does not include a special allowance for replacement of some 3.5 million occupied substandard units, he said.

The effect of this continuing shortfall in housing production creates inflationary pressures in the economy, raises rents, and contributes significantly to high unemployment and underutilization of plant capacity, Schechter said.

He presented the AFL-CIO's

(Continued on Page 8)

Job Creation Programs Urged Over Tax Rebates

A House-passed tax rebate plan is "an improvement" over the Carter Administration proposal, but the AFL-CIO considers that "there are much better, more effective ways to create jobs."

AFL-CIO Legislative Director Andrew J. Biemiller told the Senate Finance Committee that "the most effective use of federal funds" would be in direct job-creating programs such as public works, housing, public service employment, youth training and countercyclical aid to state and local governments.

The House passed its version of the tax bill by a 282-131 margin after rejecting by a narrower 219-194 vote a Republican alternative that would have substituted a permanent cut in taxes for the one-time $50 rebate in the bill.

Under the House version, the rebate of $50 for each family mem-

(Continued on Page 6)

POSITIVE DEVELOPMENTS in efforts to combat "politicization" of the International Labor Organization were noted by U.S. worker representatives at the recent session of the ILO Governing Body. Taking part in the ILO deliberations were Michael Boggs, left, assistant director of the AFL-CIO Dept. of International Affairs, and Irving Brown, the federation's European representative who is the U.S. worker delegate to the ILO.

U.S. Proposal Approved:

ILO Governing Body Acts To Combat 'Politicization'

Geneva—The Governing Body of the International Labor Organization acted at its just-concluded session to combat the "politicization" of ILO meetings that led the United States to serve notice of its intent to withdraw from the United Nations specialized agency.

Overcoming the opposition of its Communist members and their supporters, the 56-member council of trade union, government and employer representatives adopted a U.S. proposal aimed at blocking the use of the ILO as a forum for political propaganda.

In a second major action the Governing Body formally approved Director Gen. Francis Blanchard's decision to abandon his attempt to obtain an impartial study of trade union rights in the Israeli-occupied Arab territories because Arab obstructionist tactics made a fair hearing impossible.

The executive group's decisions were hailed by Irving Brown, U.S. worker delegate, as an "extremely positive development." They established, the AFL-CIO European representative added, that the often disregarded constitutional principles of a purely technical agency "can be applied by a coordinated majority."

By a first vote of 34 to 17, with four abstentions and one member absent, the Governing Body approved a change in the rules of the 133-nation ILO's annual conference that would prevent the introduction of politically motivated resolutions.

The proposed rule change, which must be ratified by the conference, would submit to the judgment of an impartial panel of legal experts any projected resolution found by the Governing Body's officers to attack a member state on grounds unrelated to the ILO's field of activities.

The same procedure would be followed for proposed resolutions found to contain accusations against a state of having flouted its ILO obligations without first having the allegations examined under the established procedures to assure a fair hearing of all complaints.

If the experts' panel upholds the findings of the Governing Body officers—who include worker, government and employer delegates in the ILO "tripartite" tradition—the condemned draft resolutions would be declared irreceivable.

Under this procedure the conference, or general assembly, would not be diverted from its constitutional tasks and would be spared the many hours its resolutions committee and plenary sessions have had to spend on politically-loaded proposals.

When urging the approval of the rule change, Brown told the Governing Body, that the proposed new procedure "will help us to assure that nobody, no state, no group and no individual, can be declared guilty and be condemned before having been given a fair trial."

It was a Communist-backed Arab resolution of the type that the new procedure would bar that ordered the ILO director general to report on the observance of trade union rights in the Arab territories occupied by Israel.

But while calling for the study the resolution at the same time branded Israel guilty of a policy of "racial discrimination and violation of trade union rights."

Blanchard, a Frenchman, threw up his hands when the Arab states stridently opposed his intention to have an internationally-respected Norwegian jurist, Prof. Torken Opsahl, undertake an on-the-spot investigation to which Israel had agreed.

Pyotr T. Pimenov, secretary of what the Soviet Union calls its confederation of "trade unions," with a great show of indignation opposed calling action on the Arab resolution ended.

However, Joe Morris, president of the Canadian Labor Congress and spokesman for the worker group, assured that the "majority of the workers" would vote in favor. The vote was 31-22, with 2 abstentions.

The two important votes were on what was basically the same issue—respect for the ILO's fundamental principles. The return to these principles, including respect for due process and the eschewing of political propaganda, was the main condition set by the United States if it is to pull back its notice of intent to withdraw. The two-year notice comes due in November.

AFL-CIO Cites Pitfalls In Career Education

Career education programs must not become vehicles for exploitation of child labor, the AFL-CIO warned at a House hearing.

AFL-CIO Education Director Walter G. Davis said labor welcomes the "positive side" of career education which helps "bridge the gap between schools and the world of work" and gives young people greater appreciation of "the skill which goes into a job well done."

But Davis expressed concern at programs that pressure children to make career choices at too early an age and lead to the danger of dead-end jobs or a focus on skills that will soon be obsolete.

Davis told the subcommittee that the AFL-CIO is "troubled" by the extent of career education proposals that involve reducing the minimum wage, modifying child labor laws or weakening compulsary attendance laws.

"We cannot accept the belief that low-paid child labor is a solution to the nation's unemployment problem," he declared. "The boys and girls who once worked in the mines and textile mills were not engaged in career education; they were being shamelessly exploited."

Davis also urged a requirement for labor representation on national advisory panels dealing with career education.

"The goal of education should be to teach the flexibility that can help the individual adjust to change," he stressed.

Davis, who was accompanied by Assistant Education Director John A. Sessions, voiced the AFL-CIO's opposition to a portion of a pending bill that would allow federal funds to be used for developing "unpaid work experiences for students" to help them make career choices.

"However commendable the intent," Davis said, "the AFL-CIO cannot support a bill which proposes to put students to work for no pay." He urged a House Education subcommittee to write into the bill language prohibiting such a practice.

Pay Parity Key Issue In Strike at Iowa Beef

Dakota City, Neb.—The Meat Cutters struck the Iowa Beef Processors, Inc. plant here after negotiations broke down in the union's effort to bring the company's wages and benefits to the level prevailing in the meat packing industry.

The 2,000 Meat Cutters engaged in IBP processing and slaughtering operations here walked out Feb. 26. The union's old contract expired Jan. 22, but negotiations continued in Chicago and Washington, D.C., until reaching an impasse.

With other plants in Iowa, Idaho, Kansas, Minnesota, Texas, Washington and Nebraska, IBP is the nation's largest producer of pre-cut and packaged beef for retail distribution.

But its wages and benefits are well below those of other meat packers and far behind the level in the pattern contract the union negotiated in the industry last year.

Jesse Prosten, vice president and director of the Meat Cutters packing house department, said the major thrust of the union's negotiations at IBP is wage parity.

The union noted that currently the 1,600 IBP processing plant workers are 90 cents below the hourly wage standard paid by other large meat packers; the 400 slaughter house workers are 60 cents below the wage standard.

In addition to basic wage increases, the union is seeking an improved cost-of-living formula like the one in the pattern agreement.

That formula would provide a 1-cent an hour adjustment for each rise of three-tenths of a point in the government's 1967 Consumer Price Index.

Under the old agreement with IBP, the 1-cent COL adjustment was based on a rise of four-tenths of a point in the 1957-59 CPI. The union said that IBP has agreed to shift to 1967 index, but insists on retaining the four-tenths of a point formula.

With the COL computed on the four-tenths of a point formula, the union said, IBP employees would receive 9 to 10 cents less than under the pattern agreement.

The current walkout is the third major dispute in seven years that the union has had with IBP.

Union Contract Ends Long Boycott Of Los Angeles Herald-Examiner

Los Angeles—After nearly a decade of bitter strife—strike, lockout, union-busting and boycott—the Los Angeles Herald-Examiner is back under union contract.

Local 773 of the Printing & Graphic Communications Union signed a three-year contract Mar. 3 after its 700 members ratified the agreement by a 20-to-1 margin.

The agreement provides for a general wage increase of about 7 percent a year to all the paper's employees. The local has across-the-board jurisdiction at the newspaper, from reporters and advertising agents to pressmen and truck drivers.

Other key elements of the contract provide for union recognition, maintenance of membership, grievance procedures and job reclassification. All present employees will also be upgraded to top scale by the end of the contract.

The revival of union representation at the newspaper is the outgrowth of cooperation by the 11 unions involved in the strike and lockout that began in December 1967, in addition to the efforts of the Los Angeles County AFL-CIO. All of the unions concurred in the decision to seek a single bargaining agent for the employees.

In the years since the Herald-Examiner management locked out its union workers, the company paid dearly as organized labor in the Los Angeles area instituted an effective consumer boycott. The newspaper's circulation plunged from about 750,000 to less than 350,000 last year. Advertising linage fell off proportionately.

William C. Torrence, IPGCU vice president who spearheaded the union's organizing drive at the paper, termed the agreement "more a victory of reason over madness" than of labor over management or management over labor.

Over the years, the company forced the unions out through its lockouts and employment of strikebreakers. But by the time the IPCGU filed for a representation election with the National Labor Relations Board last year, most of the strikebreakers had left. Only three remain on the company's payroll today, the union said.

William R. Robertson, executive secretary of the Los Angeles County AFL-CIO, praised the efforts of the new local's leadership in reviving union representation at the newspaper.

The organizing drive at the paper was initiated under the banner of the Herald-Examiner Employees for Better Working Conditions. The president of the new local, Ray Bragan, and Sec.-Treas. Marty Keegan helped found the organization when they were employed in the newspaper's circulation department. They left the paper last year to devote full time to union activities. Negotiations for an agreement began several months after the IPGCU gave the local a charter last summer.

Robertson, who for six years had been director of the Herald-Examiner Strike-Lockout Committee, said the trade union movement is about to shift gears if the paper's management shows a good effort to work with its union employees.

"We in labor," Robertson said, "will do all we can to attempt to get circulation built up again, and we will do all possible to help increase its advertising linage."

Louisiana Seduces Industry with R-T-W

Louisiana is using its new "right-to-work" law and other anti-union legislation as a lure to business and industry.

An advertisement in the Wall Street Journal boasts of the "business-oriented legislation" the state legislature passed last year. In addition to outlawing union shop agreements, the legislature approved tax incentive laws" for industry and what the advertisement describes as "an anti-obstruction law on picketing" and "beefed-up disturbing the peace laws."

The advertisement invites employers seeking more information on Louisiana's to write or phone the state's "new, progressive legislation" lieutenant governor.

Exploitation Cited:

Steps Asked to Curb Flow of Illegal Aliens

Bal Harbour, Fla.—The exploitation of illegal aliens creates serious economic and social strains on a society that prides itself on humanitarianism, the AFL-CIO declared.

It said in a statement adopted by the Executive Council that "Congress must come to grips" with the problem by enacting legislation to:

- Make it a crime for an employer to hire illegal aliens.
- Adjust the status of those aliens with "a demonstrated attachment to the community" to allow them to become legal residents.
- Provide the immigration service with sufficient funds and personnel to prevent illegal entries.
- Reject efforts led by Sen. James O. Eastland (D-Miss.) to reinstitute a "bracero program" that would permit exploitation of cheap labor for farms.

The council said the number of illegal aliens in the United States, subject of varying estimates, is in line with the statement of Labor Sec. Ray Marshall that it "exactly equals the number of unemployed in this country."

The status of illegal aliens places them "at the mercy of unscrupulous employers who rely on fear to keep them from protesting low wages and intolerable working conditions," the council said.

For government at all levels, it added, the presence of illegal aliens "places an extra burden on government services, drains tax revenue, distorts census figures" and creates law enforcement problems.

In terms of adjusting the status of illegal aliens in the country, the council said that one criterion would be the number of years in the United States but said "we also believe any legal formula must take into account subjective criteria, such as compassion for families involved."

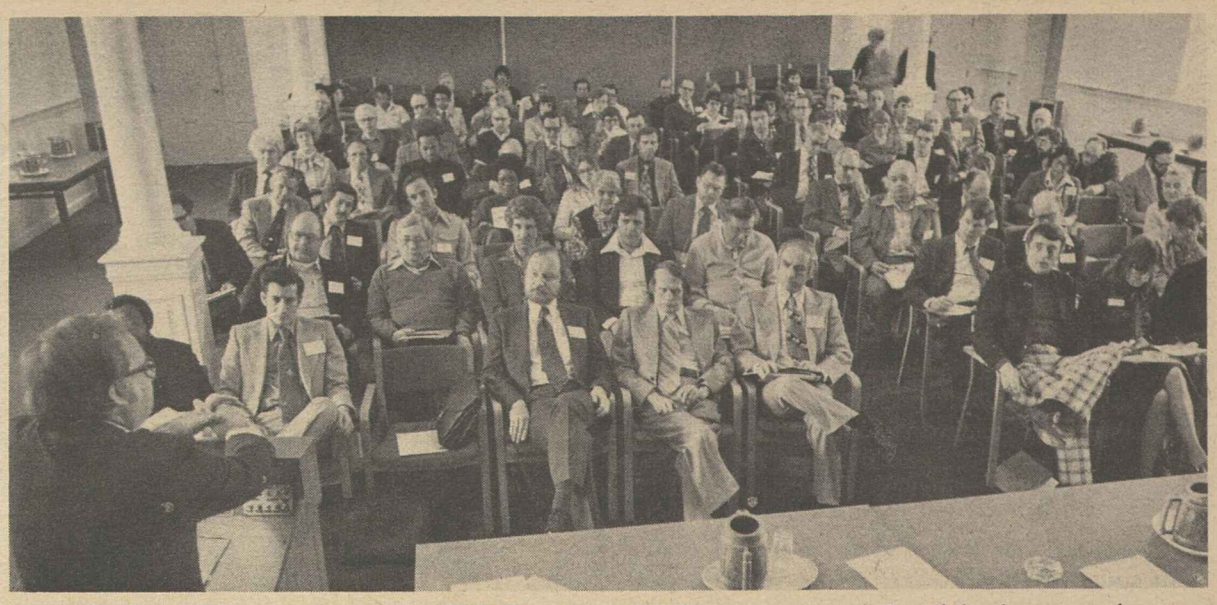
The council called for action on legislation sponsored by Rep. Peter W. Rodino (D-N.J.), to punish employers hiring illegal aliens.

Meany Names Panel on Public Broadcasting

AFL-CIO President George Meany has named eight union officials to a special committee to reevaluate the federation's policy on public broadcasting. The committee was established at the mid-winter meeting of the Executive Council.

Appointed to the panel are Presidents Frederick O'Neal of the Actors & Artistes, Albert Shanker of the Teachers, Hal C. Davis of the Musicians, Charles H. Pillard of the International Brotherhood of Electrical Workers, Edward M. Lynch of the Broadcast Technicians, Kathleen Nolan of the Screen Actors and Walter F. Diehl of the Theatrical Stage Employees, and Executive Sec. Sanford I. Wolff of the Television & Radio Artists.

In setting up the committee, the council expressed concern over the increasing use of foreign-produced programs in prime time broadcasts on the tax-supported media despite the high U.S. unemployment rate.



PARTICIPANTS in annual AFL-CIO Education Conference are briefed on labor's economic program by Research Director Rudy Oswald. The three-day conference was held at the George Meany Center for Labor Studies.

Marshall Promises 'Believers' Will Enforce Worker Safeguards

Secretary of Labor Ray Marshall told an audience of labor educators that laws such as the Occupational Safety & Health Act "will now be enforced by people who believe in them."

Marshall also said he wants a full count on unemployment—not skipping over those out of work so long they've given up hope. And he wants unemployment reduced to the point that "no one has to look for a job very long."

Marshall was a dinner speaker during the annual AFL-CIO Education Conference, held at the George Meany Center for Labor Studies. He was introduced by Education Director Walter G. Davis as "an old friend of labor education."

The Secretary of Labor's opening remarks bore that out. Marshall has taught at the AFL-CIO Southern Labor School and is a former board member of the National Institute for Labor Education. He spoke of his involvement in labor education programs as among his "most rewarding" and "most enjoyable" experiences.

As a southerner, he credited labor education programs and especially the work of the AFL-CIO state federations as a major factor in "the transformation of the South."

Marshall said he considered it his job, as one of President Carter's economic advisers, to assure that the views of workers get expressed and not just the positions of "banks and business."

He views unemployment as the nation's "most important problem" and he considers that a 4 percent jobless level, which many economists term full employment, would still be "too high."

As for job creation, "we've got a lot of useful things to be done and we have a lot of people who want to do them."

In the past, he observed, there were people supposed to enforce the job safety and health law who "tried to subvert it" or "were after minnows when the whales were getting away."

As for the Fair Labor Standards Act and prevailing wage laws, Marshall's view is that no employer should be allowed "an unfair economic advantage" by undercutting basic labor standards.

The Secretary of Labor conceded that President Carter is "not well acquainted with collective bargaining." But he said Carter "has a good concern for people" and has placed the activities of the Dept. of Labor in the "mainstream" of his Administration.

More than 100 union educators, staff people and officers took part in the three-day program, along with a number of university-connected educators.

The full agenda included sessions dealing with such topics as economic policies, college labor studies programs, the legislative outlook, staff training, local leadership training, federal programs of interest to labor and reports on organizing, "right-to-work," farm workers and the J. P. Stevens campaign.

$3 Wage Floor Pushed With Factory Pay Link

(Continued from Page 1)

mum wage for teens suggest in 10 years a subminimum for young adults and in 20 years a lower wage for persons in the 30-to-34 bracket?

"These arguments are sheer nonsense," Biemiller said, and Congress should "treat them with the contempt they deserve."

There should be only one minimum wage, Biemiller urged. He praised Congress for having finally ended the discriminatory lower wage level for farm workers. It would gut the concept of the Fair Labor Standards Act, Biemiller warned, if a lower wage floor were set for a member of a minority, a woman worker, a young worker or an older worker.

The AFL-CIO testimony noted that the wage floor has fallen 58 percent below the government's poverty line for a family of four and thus clearly does not yield the "minimum standard of living necessary for health, efficiency and general well-being of workers" that the law mandates.

Biemiller asked Congress to reject the unsubstantiated claims of opponents that increasing the minimum wage brings about unemployment.

Reports to Congress by Secretaries of Labor in both Republican and Democratic administrations on the effects of minimum wage changes "have shown substantial benefits and only rare, isolated instances of adverse effects, involving a few small firms and very few employees."

Biemiller reminded the subcommittee that he had appeared before it in the fall of 1975 to testify for a similar bill.

But a year and one-half later, he said, nothing has happened except that "the low-wage worker has sunk deeper into poverty."

Biemiller praised a section of the Dent bill that would eliminate an employer's right to count part of tips received by workers toward the minimum wage requirement. "An employee should not have to depend on the 'generosity' of customers to earn at least the minimum wage," he testified.

WARM WELCOME was extended to Labor Sec. Ray Marshall when he came to the George Meany Center for Labor Studies to address the annual AFL-CIO Education Conference. Here he looks at a print of one of Meany's paintings with AFL-CIO Education Director Walter G. Davis and Fred Hoehler, Jr., right, executive director of the studies center.

Steel Union to Press Strict Lead Dust Curbs

St. Louis—The threat of lead poisoning that thousands of workers face on the job can be eliminated if employers are willing to invest in existing technology to reduce exposure levels, 150 Steelworkers representatives were told at a national conference here.

Workers exposed to high levels of lead dust in the workplace have suffered serious kidney damage leading to permanent disability. Disorders of the central nervous system and other diseases also have been related to lead contamination on the job.

Lloyd McBride, director of the St. Louis-based USWA District 34, charged in an address to the conference that industry is "absolutely aware of what it is doing to the employees," but that it has successfully frustrated the union's efforts to reduce exposure levels.

An estimated 20,000 USWA members works in smelter operations and other plants where high concentrations of lead dust in the air have been recorded.

McBride, who is scheduled to assume the USWA presidency on the basis of unofficial returns in the union's recent election, called for tighter federal regulations on the occupational exposure to lead.

The conference was held in preparation for hearings by the Occupational Safety & Health Administration on a new lead standard, which open in Washington on Mar. 15. Follow-up hearings will be conducted by OSHA in St. Louis starting Apr. 26 and in San Francisco on May 3.

In addition to the USWA, the AFL-CIO, its Industrial Union Dept. and several federation affiliates will present testimony at the hearings urging a marked reduction in lead exposure levels.

The current allowable exposure limit is 200 micrograms per cubic meter of air over an eight-hour period. OSHA has proposed a reduction to 100 micrograms, but unions are asking for even safer levels.

Dr. J. William Lloyd, USWA epidemiologist, said that an exposure level "somewhat less than 100 micrograms" is needed. Lloyd based his proposal on clinical studies showing that harmful effects may occur in humans at blood lead levels of less than 60 micrograms.

OSHA is proposing that blood lead levels be limited to 60 micrograms. The USWA is calling for 40 micrograms or less.

Employers and industry representatives, who also will testify at the hearings, want the allowable limits kept above OSHA's proposal.

Labor organizations scheduled to participate in the OSHA hearings include the Machinists, the Oil, Chemical & Atomic Workers, Rubber Workers, Auto Workers, Teamsters, and the Coalition of Labor Union Women.

Rourke Takes Post With Senior Citizens

Joseph M. Rourke, who retired in January as deputy director of AFL-CIO Committee on Political Education, has been named director of organization of the National Council of Senior Citizens.

In the newly created post, Rourke will serve as a labor liaison representative for NCSC and will direct the council's organizational activities.

Jobs for Youth

YOUTH UNEMPLOYMENT is a serious part of the total unemployment picture. Official statistics indicate that one out of every five teenagers and one of every three black teenagers is jobless.

High unemployment for young Americans wastes human resources, breeds frustration and often leads to anti-social activity. Adequate job creation and training for all youth is essential for a constructive beginning to adult worklife.

It is necessary, therefore, to significantly increase the nation's programs of training and employment for youth. The AFL-CIO reiterates its call for an immediate $2 billion expansion of such youth programs, particularly those oriented toward skills training and the development of good work habits. A number of existing programs can be increased substantially.

The Job Corps once enrolled twice the current level of young men and women—about 40,000 a year—with the average training period lasting about six months. The Job Corps currently includes 27 Civilian Conservation Centers in national parks and forest. These could be significantly expanded to meet the nation's conservation needs.

In 1976 summer youth programs provided jobs for about 875,000 young people. But many more summer jobs are needed.

The old Neighborhood Youth Corps programs providing jobs and training for youths aged 16 to 21 helped keep many young people in school at least through high school graduation. NYC programs now conducted under the Comprehensive Employment and Training Act (CETA) should be expanded and new NYC programs started. Other existing CETA national and local youth programs should be coordinated and expanded.

TRAINING AND EMPLOYMENT programs for young people must not result in job loss or impaired opportunities for adult workers. Schemes that transfer job opportunities from adults to youths are not a solution to the unemployment problems of either youths or adults. Youth programs should address structural problems of training and employability.

Renewed attention and emphasis must also be given to private youth training efforts by labor and management. Job training and apprenticeship in new occupational fields can open up new employment opportunities for young people.

Union-initiated and union-operated training and apprenticeship programs in these new fields can make an important contribution by helping young people gain marketable job skills in line with future job openings. Many AFL-CIO unions are already engaged in such programs directly or in cooperation with the Human Resources Development Institute. We urge all affiliates to consider initiating and expanding such worthwhile programs.

We will work with the Secretary of Labor to seek new programs to help solve the structural unemployment problems of young people. America needs to develop new practical programs, including expanded apprenticeship training, that can be put into operation quickly.

With a minimum $2 billion expansion in these and other training-oriented public and private job programs for young people, the nation will begin to meet the special employment problems of America's youth.

—Statement adopted by the AFL-CIO Executive Council Feb. 28, 1977.

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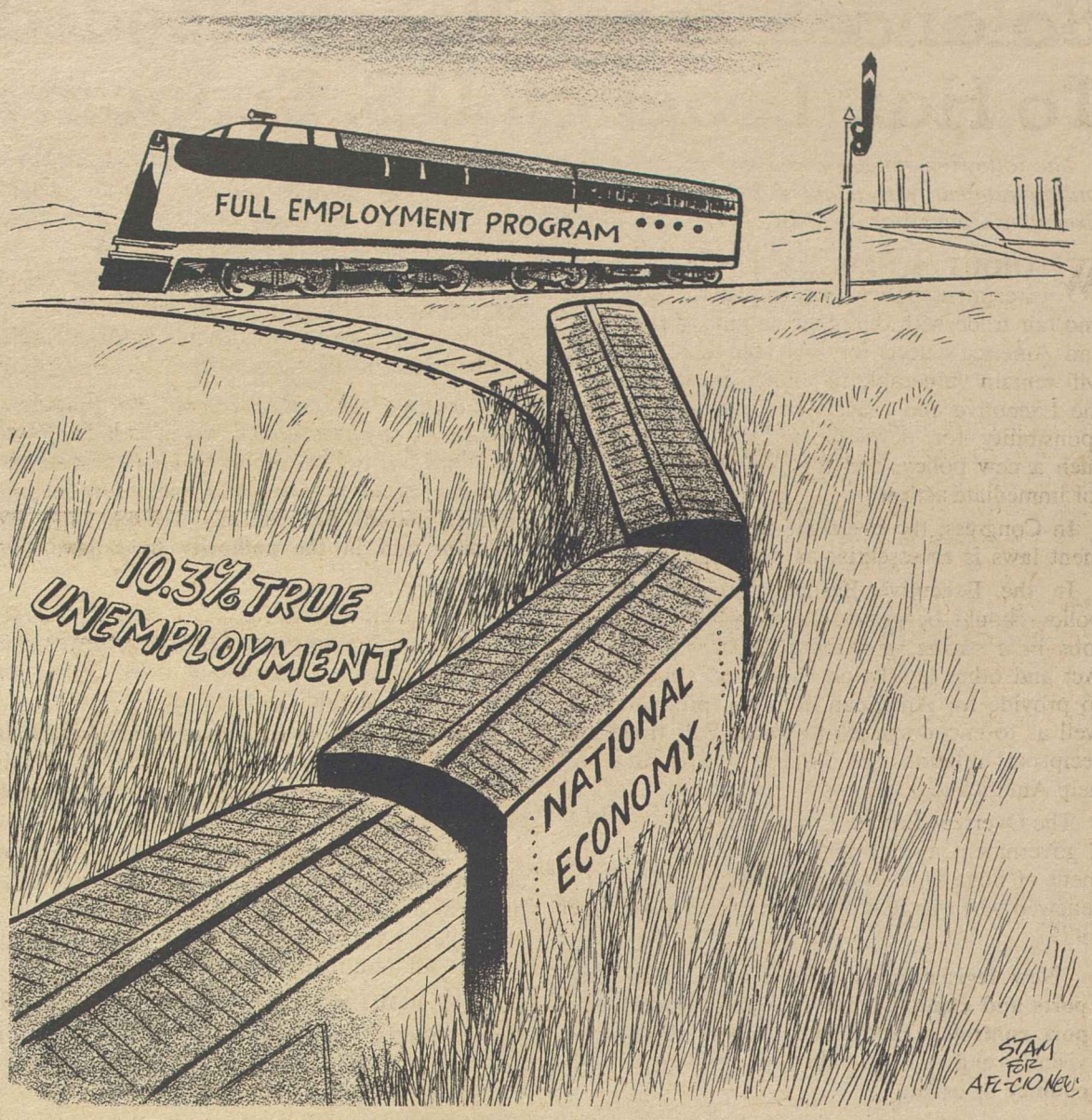

Threat to Creative Thinking:

Carter Wise to Abandon Plan For 'Open' Cabinet Meetings

By Gus Tyler

PRESIDENT CARTER has changed his mind on an earlier decision to open his Cabinet meetings to the press. After listening to the unanimous opinion of his Cabinet members, Carter decided to continue the tradition of a closed meeting.

Those who view Carter with suspicion will find his latest switch to be a betrayal of his promise for "open" government. But is it really?

The real danger of an "open" Cabinet meeting would be its peril to "open" thinking. At an open meeting, every word a Cabinet member spoke would be "on the record." As a result, each Cabinet member would be obliged to talk like a public statue rather than as a public servant, and would be more involved with the image he projected than with the ideas he preferred.

In the course of the thousands of conferences I have attended, I find that the worst are those with big press coverage. Almost everybody puts on his or her public mask and says the expected. The spectacle becomes a plastic performance for public consumption.

Some of the best—the most productive—conferences are "closed," to allow those at work to let their "hair down." Here a conferee can let his mind explore the unexpected: to indulge suspicions, guesses, intuitions, unproven theories, unorthodoxies, ironies, humorous asides, personal peeves.

And precisely out of these irrational wanderings from the straight and narrow come the errant ideas that are paths for new directions.

Creative thinking—like all worthwhile creativity—moves ahead by trial and error, by mistakes and corrections. But to play this game, it must be permissible to enter the unknown, venture into uncertainty—to make the try, to err and then try again to find the right way.

But what Cabinet member is going to speak aberrant words in full public view where his utterance can be held up to derision?

The best conclusions also issue from the clash of minds, in the heat of debate, in the refinery of discourse. A Cabinet meeting should be a place where a member can espouse a proposal and where his colleagues can oppose the suggestion without any of the parties fearing that their legitimate disagreements will be interpreted as disunity and discord in the official family.

The forum for such a mature dialogue can never be an "open" meeting where the media will seize on even the slightest lack of unanimity to suggest a war within the nation's top command.

Had the Cabinet meetings been held in the "open," it would not have taken long for the President and his secretaries to discover that the "openness" in form resulted in a "closedness" in content.

There would have been only one way out of this sterile sack, if the President wished to continue with his commitment to the presence of the media. The Cabinet would have to meet in secret to do its real work: dare to speak the unspeakable, think the unthinkable, to question and quarrel, to dive into the dialectic, to get the best collectively from what should be some of the best brains in the country.

Then, after the real decision was made covertly, the Cabinet could meet overtly and invite in the media to see and hear the President and his men run through a rehearsed script.

No doubt Carter will be criticized by some for having reneged on his promise to hold open Cabinet meetings. Yet his courageous resolve to reverse himself in public preserves a system where men of independence and imagination will have a far better chance to put their minds to creative use than might have been true had they to keep smiling because they were before a candid camera.

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UNION LABEL AND SERVICE TRADES DEPT., AFL-CIO

Executive Council Statement:

Balanced Trade Policy Needed To Halt Drain on U.S. Economy

The following statement on international trade and investment was adopted by the AFL-CIO Executive Council on Feb. 24, 1977.

WITHOUT A NEW U.S. foreign trade and investment policy that emphasizes balanced and fair trade with the other nations of the world and America's need for jobs, the U.S. economy will remain vulnerable to foreign pressures. Both the Executive and Legislative branches share responsibility for development and execution of such a new policy, and the AFL-CIO will press for immediate action.

In Congress, the oversight of trade and investment laws is as essential as new legislation.

In the Executive Branch, foreign economic policy should be geared to America's needs for jobs in a strong, growing economy. The Trade Act and other legislation should be administered to provide for American domestic production as well as to encourage world trade. Fair trade and reciprocal relations are basic to policies that will help America and the world.

The Overseas Private Investment Corp. (OPIC), a government agency that insures foreign investment of huge U.S. firms and banks, must not be renewed when its authorization ends in December 1977.

New legislation is needed to regulate imports and exports in short supply through export controls, tax policies, import relief provisions and strictly-enforced labeling as to country of origin.

Trade with Communist countries should be regulated more effectively through improved administration of Title IV of the Trade Act and by additional legislation that recognizes the economic and political fact of life that private commercial interests cannot negotiate as effectively with closed and managed economies as governmental negotiators can.

Provisions in existing laws, specifically item 807 and 806.30, which result in the export of American jobs should be repealed.

Provisions in the Trade Act of 1974 to aid U.S. production and jobs—the escape clause, provisions against unfair competition, etc.—must be enforced to help build strong American industries and save jobs. Quotas on shoes, color TV sets, textile products, men's and women's clothing, rubber among others are essential.

Imports, exports, technology and investment must be reported in more detail, monitored and regulated. To this end, sections 608 and 609 of the Trade Act of 1974, which require reporting of exports, imports and production should be enforced so that comparisons can be made. The International Investment Survey Act of 1976 should also be enforced, so that foreign technology, investment and other transfers can be monitored and employment effects examined.

Customs laws should be enforced, with penalties assessed fairly. More, not less, customs reporting is necessary so that American trade policy can be made on the basis of fact.

Foreign grant, insurance and loan programs should be supervised in terms of U.S. interests at home as well as abroad. This means that Eximbank loans, guarantees and insurance activities should be carefully limited both in amount and in the authority to expand the action.

Title V of the Trade Act now permits over $3 billion a year in imports without any tariffs at all for many products manufactured by cheap, foreign labor. It should be repealed.

Tax loopholes and incentives for multinational companies to move abroad should be ended, the tax deferral halted, the foreign tax credit repealed and DISC abolished.

Adjustment assistance for workers must be completely overhauled to assure that workers injured by imports receive assistance. Adjustment assistance, which is essentially a welfare program, is not a solution for America's trade problems.

THE FOREIGN TRADE ZONE ACT of 1934 should be repealed. Any exemptions from this nation's trade laws must be proven on a case-by-case basis. The U.S. government should seek treaties to end the exploitation of workers in trade zones in foreign countries.

Negotiations with other nations should be based on the needs of the U.S. economy, not political expediency. The goal must be an expansion of trade based on fairness, reciprocity and mutual benefit.

Codes of conduct for the operations of multinational corporations are necessary, but are no substitute for strictly enforced U.S. laws that prohibit bribery of foreign officials and participation in economic blackmail schemes designed to negate American foreign policy. Similarly, international agreements are needed to improve labor standards in those countries that seek to attract industry through the exploitation of workers.

The AFL-CIO supports healthy, fair trade that will build a strong American economy. We oppose the continued export of American jobs and industry, which has undermined the economy. We shall pursue every possible relief for the injury already sustained, as well as new legislation to halt the drain on this nation's economy.

For Poor, Elderly:

Updating Food Stamp Program Vital in Battle on Malnutrition

THE NUTRITION and health of 17 million Americans hinge on renewal of the food stamp program now due to expire Sept. 30, Legislative Rep. Arnold Mayer of the Meat Cutters said on Labor News Conference.

Mayer praised President Carter's strong support of the food stamp program and his move to restore the deep budget slashes proposed by former President Ford, which would have "chopped off a third or more of the food stamp beneficiaries."

Mayer predicted that Congress will couple renewal of the program with streamlined procedures to make administration more efficient. The revised program would also make it easier for individuals and families who qualify for food stamps to get them.

He said that the complexity of establishing eligibility and obtaining food stamps block many older and poor people from the help they need and are entitled to have. He said that repeated trips to the food stamp center and the large amount of documentation, such as rent slips and income slips, now required are unnecessary and a major cause of the high rate of error in the program.

The present requirements that recipients must pay for a certain amount of food stamps before they are issued the "bonus stamps" they are entitled to is "administrative nonsense," Mayer declared. That procedure, he said, "involves an awful lot of stamps floating around and many possibilities of abuse," as well as a needless obstacle to people who should be participating in the program. He said that streamlining the procedures will be the least controversial part of the renewal effort.

Mayer predicted that the "campaign to discredit the program" during the Ford Administration, led by former Treasury Sec. William Simon and former Agriculture Sec. Earl Butz, will be renewed by conservatives in the present Congress. But, he said, with President Carter and Agriculture Sec. Bob Bergland actively supporting the food stamp program, the drive to kill it will fail.

"The program has worked rather well," he said. "It feeds people; it has cut back on hunger and malnutrition in this country;" and it has created business and jobs all the way along the line—retail, wholesale, processing and farming.

By Press Associates, Inc.

WHEN THE NATIONAL LABOR RELATIONS BOARD sponsored a dinner in the nation's capital recently to celebrate the 30 millionth vote cast in a representation election, a lot of people turned out. And, while most of them were glad there was something worth celebrating, there was an undercurrent of dissatisfaction over what might have been.

The 30 million votes being touted had been cast in elections conducted in the board's role as administrator of the National Labor Relations Act. The nation's basic labor law was enacted with much fanfare and high hopes in 1935.

The law has enabled millions of workers to peacefully and democratically decide whether or not they want to be represented by a union. And there's no question, not even in the minds of big business, that the law is good for America.

Before the law was passed, more than half of all strikes were over the basic question of union recognition. The only way to gain employer acceptance of a union then was to bring him to the mat, sometimes violently.

Now, with the NLRA, workers just walk into a voting booth and mark a ballot, and the issue's settled one way or the other.

At least that's the way it's supposed to be, and therein lies the problem. When the law was written in 1935, it declared: "It is . . . the policy of the United States . . . (to encourage) the practice and procedure of collective bargaining . . . by protecting the exercise of workers of full freedom of association, self-organization, and designation of representatives of their own choosing, for the purpose of negotiating the terms and conditions of their employment of other mutual aid or protection."

Labor says the policy has been subverted to the point where the NLRA now stands as a barrier to union organization rather than a helpful—or even neutral—tool.

AFL-CIO PRESIDENT George Meany, speaking at the "celebration" dinner, noted that while the NLRB has conducted 300,000 representation elections, AFL-CIO unions can claim only half that number of contracts in force today. Never one to pussyfoot, Meany charged the numbers show that "victories won in elections are often destroyed without honest collective bargaining ever having taken place."

The reason is that ever since the law was enacted 42 years ago it's been sniped at. Two major sets of amendments to the NLRA, the Taft-Hartley Act of 1947 and the Landrum-Griffin Act of 1959, have placed a variety of caveats in the NLRA that have swung the pendulum way over to the side of the employers.

When the law was written, workers could negotiate a "union shop" clause in their contracts. Now, thanks to the 1947 amendments, individual states can—and 20 states have—outlawed that right. Picketing rights are limited and boycott rights are limited by the 1959 amendments.

But the biggest problem of all, in labor's view, is the absence of meaningful enforcement and penalty procedures against violators.

To an employer, the fear of being found guilty of an unfair labor practice today is about equivalent to the fear of getting a ticket for parking too close to a corner. The NLRA's basic lack of enforcement clout, coupled with drawn-out NLRB procedures that allow months, sometimes years, to pass before unfair labor practice and election issues are resolved, may have done more damage than good to workers' efforts to unionize and stay unionized.

Jimmy Carter won the presidency with labor's all-out efforts in his behalf. A sizable portion of the House and Senate membership also had the support of working people.

Legislation that would correct many of the problems and inequities in the labor law already is being prepared for consideration by the 95th Congress. If labor's friends go along with the program, the pendulum will swing back to dead center.

DECENT DIETS for millions of Americans are at stake as Congress takes up renewal of the food stamp program now due to expire Sept. 30, Meat Cutters Legislative Rep. Arnold Mayer, center, declared on Labor News Conference. Questioning him were Ann McFeatters of the Scripps-Howard Newspapers and Michael Posner of the Reuters News Agency. The radio interview program is produced as a public service by the AFL-CIO.

SOUVENIR TICKET to this year's Union-Industries Show is displayed to AFL-CIO President George Meany by President Joseph D. Keenan, left, and Sec.-Treas. Earl D. McDavid of the Union Label & Service Trades Dept.

Joblessness Turns Up, True Rate Set at 10.3%

(Continued from Page 1)

to a shortage of full-time jobs and "discouraged" workers—those who have stopped seeking employment because they believe there are no jobs for them. The BLS report does not include these two groups.

"America must have an immediate stimulus program that will put the nation on the road to full employment and full production," Meany declared. "America needs 50,000 new jobs a week just to stand still and an additional 25,000 new jobs a week to make a dent in the unemployment rate."

While hundreds of thousands of workers were laid off during the worst of the freezing spell in January, most of them apparently returned to work by the time the government collected its February jobless data.

Thus Maynard Comiez, a senior Commerce Dept. economist theorized, they "fell between the cracks of the survey week." That is, the workers were laid off after the government's January survey was completed, in the week of Jan. 9-15, and called back before the Feb. 6-12 period when the February statistics were compiled.

BLS Commissioner Julius Shiskin, testifying before the Joint Economic Committee of Congress, reported that of the 225,000 workers who lost their jobs last month 210,000 were laid off because of the impact of fuel shortages on employment.

The February increase in unemployment raised the official number of jobless persons to 7.2 million, BLS said. Most of the rise occurred among adult men and women and for workers in the key manufacturing and construction industries.

The total employment figure climbed by almost 400,000 to a record 89 million, but the increase was more than offset by a 630,000 worker expansion in the labor force, estimated at 96.1 million last month.

The number of workers who usually are employed full time but were forced to take part-time work because of economic factors rose by 220,000 to 1.3 million. Nearly all of the increase was attributed to material shortages stemming from energy and weather-related problems, BLS said.

Jobless rates for adult men rose from 5.5 to 5.8 percent and for adult women from 6.9 to 7.2 percent. The rate for full-time workers went from 6.7 to 6.9 percent over the month, while the rate for blacks increased from 12.5 to 13.1 percent. The rate for black teenagers rose from 36.1 to 37.2 percent.

The average duration of unemployment in February dropped to 14.7 weeks, compared with 15.5 weeks in January, and the average workweek increased half an hour over the month to 36.4 hours, seasonally adjusted.

The unemployment rate for the construction industry was 15.2 percent, for manufacturing 7.1 percent, for wholesale and retail trade 8.7 percent, and for agriculture 13.4 percent.

Unions Open Nonferrous Negotiations

Tucson, Ariz.—A coalition of unions, led by the Steelworkers, opened coordinated negotiations with the nonferrous metals industry here Mar. 3.

The contracts cover more than 50,000 workers engaged in mining and processing of all nonferrous metals except aluminum. The USWA represents about two-thirds of the workers in the industry.

The immediate focus of the talks is on company-by-company negotiations with five major copper producers: Kennecott Copper Corp. Anaconda Co., Phelps Dodge Corp., Asarco, and Magma Copper. USWA contracts with the companies, which employ 28,300 Steelworkers, will expire June 30.

The current round of talks are the fourth since coordinated bargaining was introduced in the industry in 1967. A strike of more than eight months involving 50,000 workers preceded an agreement in the 1967 negotiations. Shorter and less widespread strikes were encountered in 1971 and 1974.

Wholesale Prices Take Sharp Jump

The government's wholesale price index rose nine-tenths of 1 percent in February, the largest increase in 16 months, the Bureau of Labor Statistics reported.

The increase was led by higher prices for food and fuel, which were in short supply due to frigid weather. Translated into an annual figure, last month's rise was 10.8 percent.

Gasoline rose an average of 13 percent over the month, while other fuels and power went higher than usual. Also up were prices for eggs, cotton, poultry, hogs, green coffee, grains and vegetables.

For Low-Income Families:

Added Federal Aid Pressed To Spur New Housing, Jobs

Federal support for housing, particularly for low-income families, is needed today more than ever, President Robert A. Georgine of the AFL-CIO Building & Construction Trades Dept. told the 46th annual convention of the National Housing Conference.

Not only would increased housing production help meet the growing housing shortage in the United States but it would also create jobs for sustained and stable economic growth, Georgine pointed out at a breakfast session on Capitol Hill for convention delegates and members of Congress.

There is an annual need for 2.45 million new housing units, yet last year's shortfall of this basic requirement was 650,000, Georgine observed. Even greater shortfalls were posted in 1974 and 1975, with the result that the cumulative housing production deficiency over the past three years totaled 2.3 million units, he said.

"As long as there is a gap between the number of units needed and those provided by private industry, public housing units will be needed," Georgine declared.

"Low-income families experience an increasing disadvantage in the housing market as long as there is a housing shortage and people with more money can pay more for housing."

Georgine noted that the Carter Administration has asked for additional budget authority to permit increased program levels for Section 8 and public housing, and he urged Congress to grant the request.

"Congressional approval of the requested budget authority, followed by appropriation action to make the funds available, would help greatly in reviving the residential construction industry," he said. "It would also counteract the inflationary impact of housing shortages."

Georgine addressed the 300 delegates on the final day of their three-day meeting. Other speakers represented the Carter Administration, Congress, and the housing industry.

The National Housing Conference, which is supported by the AFL-CIO, is a lobbying and research group composed of builders, labor leaders, government officials, architects and planners, church, welfare and minority organizations, senior citizens, and consumers.

A highlight of the convention was the presentation of a special award to Sen. Hubert H. Humphrey (D-Minn.) for his efforts in housing affairs during his congressional career.

Sec. Patricia R. Harris of the Housing & Urban Development Dept. pledged to work for a new national policy to alleviate the country's housing shortage and to revitalize American cities.

"We must affirm, as a nation, that a decent home is a right and that adequate shelter is a basic commodity equivalent to food and clothing in the spectrum of human needs," she told the conference.

Harris said the new government policy should include "a range of programs designed to provide housing assistance for low- and moderate-income groups under a variety of market conditions."

Other speakers included Rep. Henry S. Reuss (D-Wis.), chairman of the House Committee on Finance & Urban Affairs, and Leon N. Weiner, president of the National Housing Conference. Henry B. Schechter, director of the AFL-CIO Dept. of Urban Affairs, chaired a panel on housing needs and goals.

Georgine told delegates that unless additional federal funding is provided for housing construction, the resulting shortage of units will fuel inflation and aggravate the industry's already high unemployment rate. The median price of existing homes sold last December rose to $39,000, 9 percent above the year-earlier level, while the median price of new homes sold went to $46,400, a 12 percent rise over a year earlier, he said.

Weiner characterized the housing shortage as "a time bomb ticking under the American economy—the hidden crisis of the '70s." The shortfall in production of both sale and rental housing has contributed to the soaring inflation in the price of existing housing—up 53 percent in the last five years, he said.

Among the resolutions adopted by the conference were those calling for a series of administrative changes within HUD to stimulate housing and community development and to provide jobs in the construction industry. The measures urged maximum utilization of existing funding, lower interest rates and down payments for both new and rehabilitation housing, and a revitalized national commitment to meet the country's housing and community development needs.

Job Creation Programs Urged Over Tax Rebates

(Continued from Page 1)

ber would go to persons with adjusted gross incomes of under $25,000, smaller amounts for incomes up to $30,000 and nothing for persons above that level. Payments would also go to persons without taxable incomes who are receiving social security or railroad retirement benefits, or are under various welfare programs.

Biemiller acknowledged that the AFL-CIO supported a tax cut two years ago as an emergency measure when the economy "was on the brink of disaster" and "the Ford Administration was unwilling to support any direct job-creation program."

But today's need, he insisted, is for programs targeted to the sectors of the economy and the localities where the unemployment problem is greatest.

Biemiller said the Administration is making "a grievous error" in its reliance on tax cuts rather than direct job programs.

His testimony endorsed extension of the individual tax reductions now in the law for an additional year, but saw "absolutely no justification for business tax cuts."

A series of "tax incentives" for business has dropped the corporate share of the nation's income taxes from 35 percent just 10 years ago to 24 percent last year, Biemiller noted.

His testimony was critical of both the Carter Administration plan to reduce business taxes and the so-called "new jobs tax credit" contained in the House-passed bill. The Administration wants to give business a choice between an additional 2 percent investment tax credit or a subsidy on its payroll taxes; the House version would grant a tax credit based on "new jobs" added by a company.

Biemiller said the House version is so subject to abuse and inequities that it amounts to "just another tax loophole" that "would not cut unemployment and should be rejected."

Stiff Penalties Sought For Railroad Attacks

The nation's rail unions expressed their support of a proposed bill in Congress to make violent attacks on railroad workers a federal crime but urged stiffer penalty provisions.

"The punishment should fit the crime," said J. R. Snyder, chairman of the Railway Labor Executives' Association's safety committee. "We feel that the only way to reduce the problem is to impose sufficiently strong penalties to be a deterrent to a would-be vandal."

Snyder, the legislative director of the United Transportation Union, told the House Judiciary Committee's subcommittee on crime that there has been an alarming rise in the number of attacks on railroad workers in recent years.

On just one small segment of the nation's railroad system, where records of violence were carefully compiled by union officials—the Los Angeles division of the Southern Pacific Railroad—"there were 1,292 separate attacks made on trains during the past four years," Snyder said.

"The danger of serious injury and death to railroad employees and passengers created by these attacks is very real," he said. "We are not dealing with small boys bouncing pebbles off the sides of empty boxcars."

Snyder said that a federal law is urgently needed because state laws and enforcement are "grossly inadequate" to meet the task. They are either non-existent, poorly enforced, or lacking in strong deterrent power, he said.

The maximum penalty for murder recommended by the proposed bill is 15 years in prison, Snyder noted. "If enacted, it would be the only federal statute in which a murderer could not be sentenced to at least life imprisonment," he said.

Snyder also recommended that the bill be changed so that juvenile offenders would be prosecuted in federal courts, not state courts. He further recommended that offenders between the ages of 18 and 21 be exempt from the Federal Youth Corrections Act and related statutes and that all persons 18 years and older be subject to the mandatory minimum penalties.

Major Committees Of Senate Listed

The Senate committees listed below have jurisdiction over a large part of labor's legislative program. The recent Senate committee reorganization changed the name of the former Labor & Public Welfare Committee to the Human Resources Committee. Also, the former Public Works Committee is now the Environment & Public Works Committee. New committee members are identified by asterisks.

Human Resources

Democrats

Harrison A. Williams, Jr. (N.J.), Chairman
Jennings Randolph (W. Va.)
Claiborne Pell (R.I.)
Edward M. Kennedy (Mass.)
Gaylord Nelson (Wis.)
Thomas F. Eagleton (Mo.)
Alan Cranston (Calif.)
William D. Hathaway (Me.)
Donald W. Riegle, Jr. (Mich.)*

Republicans

Jacob K. Javits (N.Y.)
Richard S. Schweiker (Pa.)
Robert T. Stafford (Vt.)
Orrin G. Hatch (Utah)*
John H. Chafee (R.I.)*
S. I. Hayakawa (Calif.)*

Banking, Housing & Urban Affairs

Democrats

William Proxmire (Wis.), Chairman
John Sparkman (Ala.)
Harrison A. Williams, Jr. (N.J.)
Thomas J. McIntyre (N.H.)
Alan Cranston (Calif.)
Adlai E. Stevenson III (Ill.)
Robert Morgan (N.C.)
Donald W. Riegle, Jr. (Mich.)*
Paul S. Sarbanes (Md.)*

Republicans

Edward W. Brooke (Mass.)
John G. Tower (Tex.)
Jake Garn (Utah)
H. John Heinz III (Pa.)*
Richard G. Lugar (Ind.)*
Harrison Schmitt (N.M.)*

Finance

Democrats

Russell B. Long (La.), Chairman
Herman E. Talmadge (Ga.)
Abraham Ribicoff (Conn.)
Harry F. Byrd, Jr. (Va.)
Gaylord Nelson (Wis.)
Mike Gravel (Alaska)
Lloyd Bentsen (Tex.)
William D. Hathaway (Me.)
Floyd K. Haskell (Colo.)
Spark M. Matsunaga (Hawaii)*
Daniel P. Moynihan (N.Y.)*

Republicans

Carl T. Curtis (Neb.)
Clifford P. Hansen (Wyo.)
Robert Dole (Kan.)
Bob Packwood (Ore.)
William V. Roth, Jr. (Del.)
Paul Laxalt (Nev.)*
John C. Danforth (Mo.)*

Environment & Public Works

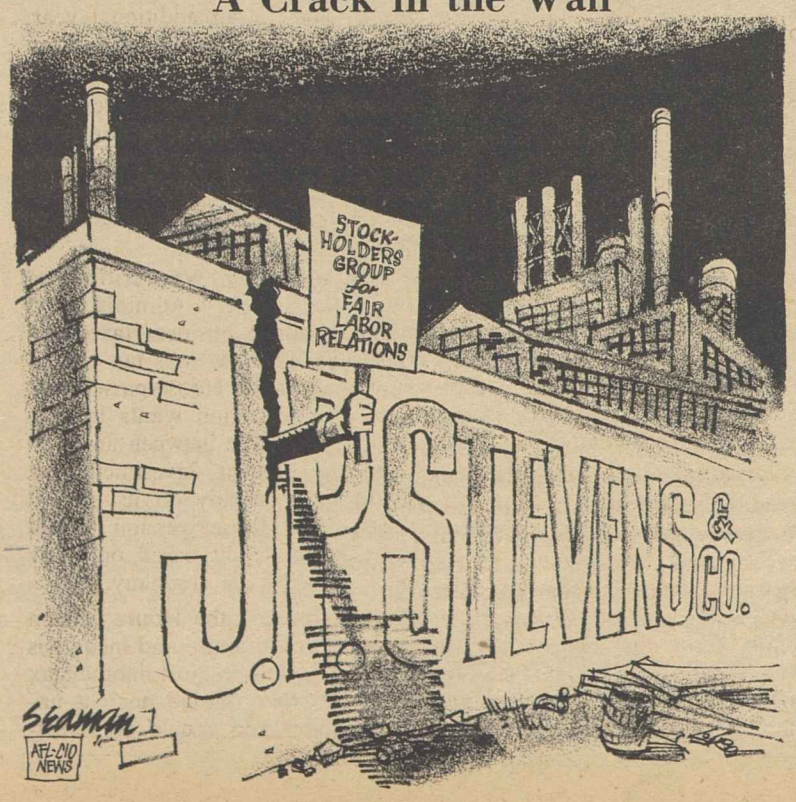
Democrats

Jennings Randolph (W. Va.), Chairman
Edmund S. Muskie (Me.)
Mike Gravel (Alaska)
Lloyd Bentsen (Tex.)
Quentin N. Burdick (N.D.)
John C. Culver (Iowa)
Gary Hart (Colo.)
Wendell R. Anderson (Minn.)*
Daniel P. Moynihan (N.Y.)*

Republicans

Robert T. Stafford (Vt.)
Howard H. Baker, Jr. (Tenn.)
James A. McClure (Idaho)
Pete V. Domenici (N.M.)
John H. Chafee (R.I.)*
Malcolm Wallop (Wyo.)*

A Crack in the Wall



REVISION OF HATCH ACT to restore full political rights to federal and postal workers was urged by union witnesses at House hearings. From left: Alan Moskowitz, representing Air Traffic Controllers; Letters Carriers President J. Joseph Vacca; AFL-CIO Legislative Rep. Kenneth A. Meiklejohn; Postal Workers Legislative Director Patrick J. Nilan; Government Employees Executive Vice President Joseph D. Gleason; John A. McCart, executive director of the AFL-CIO Public Employee Dept., and Jim Lyons, representing the Professional & Technical Engineers.

High Court Orders Arbitration Despite Expiration of Contract

The Supreme Court ordered an employer to arbitrate a severance pay dispute with a local of the Bakery & Confectionery Workers, even though the dispute arose after the contract had been terminated.

Management of Nolde Brothers, Inc., permanently shut down its Norfolk, Va., bakery after the union terminated a contract so that it would be free to strike. The contract had already been extended past its expiration date.

The company refused the severance pay required by the contract, claiming that its obligation ended when the contract was cancelled. It refused for the same reason to arbitrate the issue, despite a contract clause subjecting "any grievance" arising out of the contract to binding arbitration.

A 7-2 Supreme Court majority held, however, that the principle of arbitration of grievances is so strongly established and so encouraged by federal labor policy that it must be assumed to apply here in the absence of any evidence to the contrary.

"Any other holding would permit the employer to cut off all arbitration of severance claims by terminating an existing contract simultaneously with closing business operations," the court said.

The Supreme Court interpretation agreed with the position taken by the 4th Circuit U.S. Court of Appeals. It rejected the contention of a district court judge that there was nothing to arbitrate because the right of employees to severance pay ended when the contract was terminated.

The Supreme Court decision was in line with the union's legal argument that severance pay is a form of "accrued" or "vested" rights based on services performed during the life of the contract.

Another case decided by the court kept open the possibility of a large civil damage verdict against a California local of the Carpenters, but left it unlikely.

In the case that reached the court, a Los Angeles carpenter sued his union and its business agent. He claimed that he had been discriminated against in job referrals and subjected to "intimidation" that included threats, ridicule and verbal abuse.

The plaintiff, who has since died, ascribed his troubles to differences he had with the business agent over union matters.

A state judge threw out most of the charges, but a jury awarded the plaintiff $7,500 in compensatory damages and $175,000 in punitive damages.

The California court of appeals overturned the award, holding that state courts lacked jurisdiction since employment relations matters were governed by federal law.

The Supreme Court said that a suit claiming damages for severe emotional distress or injury can properly be dealt with in state courts, but claims of employment discrimination cannot be a principal underpinning of such a suit.

Thus, Justice Lewis F. Powell, Jr., wrote for the unanimous court, employment discrimination may cause a union member "considerable emotional distress." But since there is a remedy in federal labor law, the state would not have jurisdiction.

Powell stressed that the California law allows recovery of damages only for emotional distress resulting from "outrageous conduct." He said it would be "intolerable" if damages could be awarded merely "on the type of robust language and clash of strong personalities that may be commonplace in various labor contexts."

The Supreme Court decision expressed doubt that the verdict in the state court trial was based primarily on allegations of harassment and verbal abuse, rather than on claims of job discrimination. It sent the case back for further proceedings to determine whether evidence of harassment to cause severe emotional distress was strong enough to stand by itself, without the job discrimination allegations.

U.S. Control Called Key To Ending Tanker Spills

If America's marine environment is to have the maximum measure of protection against oil tanker accidents and catastrophic spills, the United States must depend on a U.S.-flag oil transportation system that is subject to American control and operates under stringent U.S. standards, the AFL-CIO Martime Trades Dept. declared.

O. William Moody, the department's administrator, told a Senate Commerce subcommittee that American-owned flag-of-convenience vessels do not measure up to U.S. safety standards.

"The owners of these vessels, primarily the multinational oil companies, register their vessels under the flag of Liberia or Panama to escape American taxes, American labor, and American safety standards and requirements," Moody told the Senate merchant marine subcommittee.

"Unlike the crews of flag-of-convenience vessels," he said, "the crews on American vessels have undergone rigorous training and must meet U.S. government licensing requirements." Moody said that 96 percent of all U.S. oil imports are transported aboard foreign-registered and manned ships like the Argo Merchant and the Sansinena that met with disaster.

Testifying on proposed tanker safety legislation before the Senate panel, Moody said that design and construction standards are necessary but that this type of legislation does not go far enough in terms of protecting America's marine environment.

He warned that U.S. oil companies would vigorously oppose any U.S.-flag requirement, claiming it would cost consumers more in fuel bills and at the gas pump. But, he added:

"No one, not even the consumer or the government, knows for certain what it actually costs the oil companies to ship their foreign-produced oil on their foreign vessels to their refiners. These subsidiaries and therefore their enormous profits are basically beyond the reach of American taxation."

Study Explores Retraining Plans

Results of a new study on retraining workers whose skills and jobs are made obsolete by new technologies is available from the National Center for Productivity & Quality of Working Life.

The study, titled Retraining to Adapt to Technological Change, compares the advantages of on-the-job training with training provided by institutions.

Single copies of the study are available at no charge from the National Center for Productivity and Quality of Working Life, 2000 M St., N.W., Washington, D.C.

Outside Income Curbed:

House Adopts Code Of Financial Ethics

The House approved a strict new code of financial ethics that requires full disclosure of all sources of income and sharply restricts the amount of outside income a representative can receive in addition to salary.

After next year, no member can have outside earnings in excess of 15 percent of the congressional salary, which was just recently raised to $57,500 a year.

Even within that limit, no congressman will be allowed to accept more than $750 plus actual expenses for making a speech or writing an article.

So-called "unofficial office accounts" financed by gifts that usually went unreported will be prohibited. Members, however, will get an additional $5,000 in official office expense allowances.

Starting in 1978, House members and their chief aides will be required to file for public inspection detailed annual financial disclosure statements showing the source and amount of all income and gifts totaling at least $100 from any single source.

The use of the postage-free frank is restricted, with district-wide mailing to "postal patron" limited to six a year, to be sent third class. Also, mass mailings can't be sent less than 60 days before a primary or general election in which the congressman is a candidate.

Since each house is the judge of its own standards, the new code doesn't apply to the Senate. But similar legislation is expected to be passed by its members.

Some of the changes will result in sharp curtailments of income for members of Congress who command large speaking fees or earn money from law practices or other business activities. During the debate, there were some complaints that the earnings limits didn't affect unearned income, such as stock dividends. But the restrictions the House adopted were seen as easing some of the anticipated political backlash from the salary increase that took effect this year.

In the area of substantive legislation, job-creating bills were up for action in both the House and Senate as the AFL-CIO News went to press.

The Senate had before it a House-passed local public works bill that would authorize an additional $4 billion in grants to cities and states for projects that can put unemployed persons quickly to work.

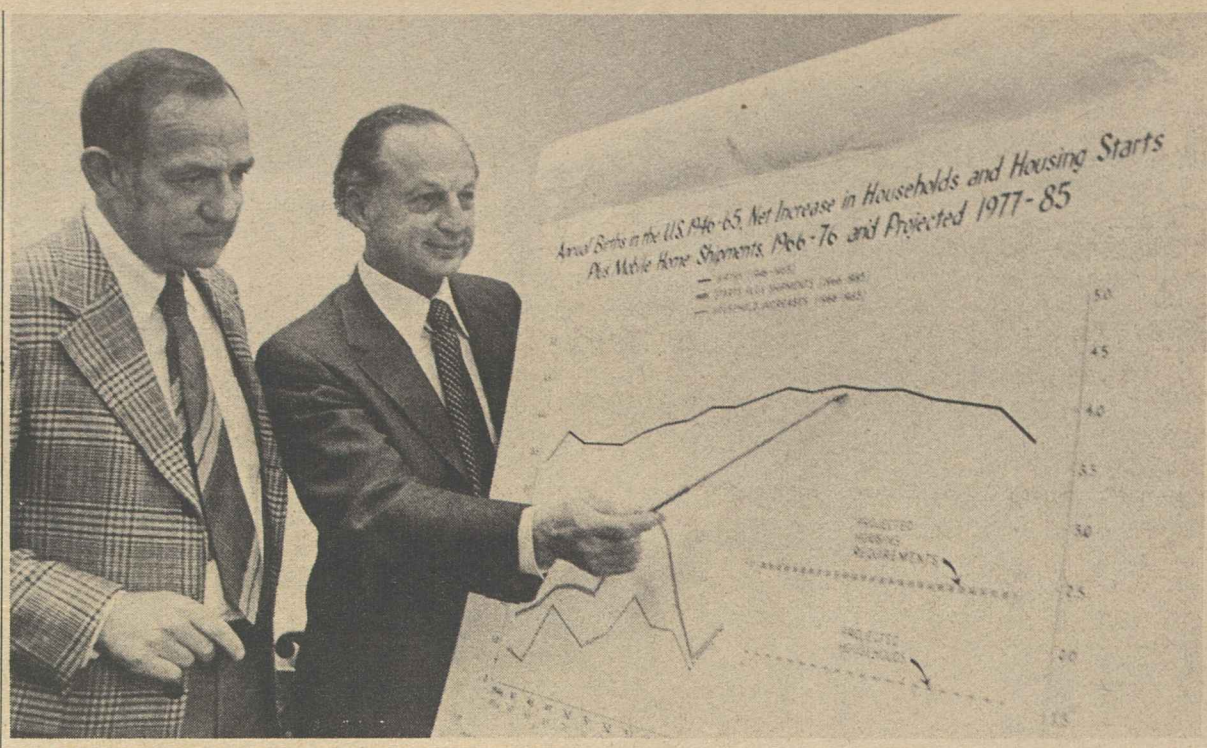
Approval of the funding authorization appeared certain, but there was disagreement over the formula to allocate the funds to the states. The effect of a floor amendment adopted by the House was to reduce the share of funding that would go to a number of states with high unemployment rates.

The House, meanwhile, prepared to move ahead with the actual appropriations for an economic stimulus program designed to create 1 million new jobs directly, and substantially more through a ripple effect.

The measure would add $20.8 billion in new budget authority for the current fiscal year, although only a part of the money would actually be spent in that time.

It includes the $4 billion for accelerated public works contained in the separate House and Senate authorization bills and other increases in existing programs that were contained in the revised fiscal 1977 budget recently adopted by Congress.

The Administration is supporting the bill, even though it exceeds in a number of areas the original Carter budget revision proposals.



A HOUSING PRODUCTION SHORTFALL, together with high numbers of births two decades ago, have combined to produce today's sharp rate of inflation in housing prices and rents, AFL-CIO Urban Affairs Director Henry Schechter points out to Rep. Thomas L. Ashley (D-Ohio), left. Ashley chaired a House subcommittee that heard Schechter's views on authorizations for major housing and community development programs.

Increased Federal Funds Sought To Close Gap on Housing Needs

(Continued from Page 1)

views at a hearing on housing and community development authorizations held by a House subcommittee on banking, finance and urban affairs. Earlier, he submitted a statement on the federation's position to the Senate Banking, Housing & Urban Affairs Committee.

Among measures Schechter recommended to stimulate housing construction was a continuation of government "tandem plan" financing.

Under such financing, the federal government subsidizes private mortgages with public funds to reduce interest rates and encourage builders to raise production levels.

Over the past two years, the Government National Mortgage Association purchased 274,000 home mortgages with below-market interest rates—generally 7.5 to 8 percent. Tandem plan funds for home mortgage financing began to run out in late 1976, and by now are practically used up, Schechter said.

"Additional tandem plan financing to help moderate-income families buy homes may be needed to sustain the late 1976 level of housing starts," Schechter said. "Congress should take the necessary actions to make such funds available."

Experience with tandem plan home mortgage financing suggests that the program can be modified to be more effective in meeting housing needs and countering unemployment in the industry, Schechter said.

"The mortgages could be made available only to homebuyers of moderate income, who generally could not afford to buy a home financed at a market mortgage interest rate," he said. "In addition, the Secretary of HUD could be granted authority to reduce the interest rate to levels needed to meet the objectives of the program, and to allocate available funds in relation to local housing needs and unemployment levels."

Schechter also called for adequate funding authorization for public housing modernization and operating subsidies. And he urged HUD to process applications for public housing projects more expeditiously.

Of particular concern to the AFL-CIO, he said, was the administration of the Section 202 program of direct loans for housing for the elderly and the handicapped.

Discussing the problems of older American cities, Schechter said that the focus in the past two years has been on their financial dilemma. But the basic problem is really the plight of low-income people who live in parts of the central cities, he said.

In this connection, Schechter commended HUD Sec. Patricia Harris for her position that HUD should be the primary link in implementing an urban policy that would be responsive to the cities' needs for coordinated economic development, for housing, and related services.

Harris last month offered four examples of the type of urban economic development that would attack the nub of the problem of cities, Schechter observed.

Two of the examples would involve specific retention or expansion of jobs while the other two would improve local public facilities, clear land, and complete other tasks in the hope of attracting private enterprise, he said.

"The AFL-CIO is enthusiastic about the urban economic development initiatives of the Secretary, but urges that the limited program resources should be employed only where specific arrangements for retention or expansion of jobs are involved," Schechter said.

Worker Role Depicted In Labor Dept. Murals

Four large murals depicting the history and progress of American labor from colonial times to the present were unveiled at the new Labor Dept. headquarters in Washington.

Speaking at dedication ceremonies for AFL-CIO President George Meany, Thomas R. Donahue said the paintings celebrate in art the contributions of American workers to the nation, as well as tracing the development of their crafts.

Donahue, who is Meany's executive assistant, told the more than 1,000 guests attending the ceremony that the paintings are also an appropriate tribute to the progress of American society.

The 12-foot square oils were painted by artist Jack Beal. The work was commissioned by the General Services Administration.

Labor Sec. Ray Marshall noted that America's workers over the past two centuries have helped build a better nation for all citizens while they earned a living for themselves and their families.

"It is appropriate that these paintings be displayed in the public building housing the Cabinet agency charged with protecting and improving the welfare of wage earners," Marshall said.

The canvases, which feature life-size figures, cover four episodes of American labor history—colonization, settlement, industry and technology.

The works represent two years of research, sketches and production by Beal, who was assisted by four other artists.

Mrs. Walter F. Mondale, wife of the Vice President, in delivering a message from President Carter praising Beal's work, said that art continues to play a vital role in everyday life. The American labor movement had a large part in making it possible, she stressed.

182 Wealthy Persons Paid No Income Taxes for 1975

Tax shelters and other loopholes in the income tax laws enabled 182 rich Americans with adjusted gross incomes of $200,000 or more to pay no income tax in 1975, the Treasury Dept. reported.

The number paying no tax at all compared with 244 high income nontaxables in 1974, the government said, adding that the number should be even smaller for 1976.

"The changes made by the Tax Reform Act of 1976 will largely eliminate high income nontaxables," the Treasury Dept. said in its report, "High Income Tax Returns: 1974 and 1975." Yet, the government acknowledged that, "due to various combinations of circumstances, there are always likely to be a handful of nontaxables and nearly nontaxables, but the numbers will be much smaller."

The department said that 41,361 persons had 1975 incomes of $200,000 or more, not including interest from savings accounts and other investments. Of this number, about 6,000 had an effective tax rate no higher than the 20 percent paid by many fathers of three who make $11,000 a year.

Imports Found Endangering TV Industry

(Continued from Page 1)

clined from 36,500 in 1971 to 23,000 in 1975, a drop of about 37 percent, the ITC estimated. American production of black-and-white sets also declined over the same period.

"In finding that imports have caused serious injury to the American television manufacturing industry, the U.S. International Commission has conclusively confirmed the validity of the petition for relief filed jointly by the members of COMPACT and by GTE-Sylvania, Inc.," Clayman and Dawson observed in their statement. They termed the ITC decision "an all-important first step" toward saving the industry.

In addition to the IUD, the labor organizations that belong to COMPACT are the Allied Industrial Workers, Flint Glass Workers, Communications Workers, Glass Bottle Blowers, Independent Radionic Workers, Machinists, International Brotherhood of Electrical Workers, Furniture Workers, Steelworkers, and the Electric, Radio & Machine Workers. The coalition also includes four companies.

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Site Picketing Bill Clears First Hurdle in Congress

Funds For Jobs Voted By House

The House has voted the money needed to finance an economic stimulus program designed to create at least 1 million additional jobs in both the public and private sectors.

It passed and sent to the Senate, by a 281-126 vote, a special economic stimulus appropriation totaling $23.3 billion.

The money will be available this year and next for an assortment of programs including accelerated public works, public service jobs, youth job training, anti-recession grants to cities and states with high unemployment, more jobs for older Americans, and $50 tax "rebates" to the poor and elderly without significant taxable income.

Before passing the funding bill, the House adopted three amendments adding more than $700 million to the total recommended by the Appropriations Committee.

The following day, acting on a separate supplemental appropriation bill, the House added $200 million for grants to assure that low-income households won't have their utilities cut off because of the sharp rise in this winter's heating bills.

That amendment, initially sponsored by Rep. David R. Obey (D-Wis.), was endorsed by the AFL-CIO, as were the additions the House adopted to the economic stimulus package. The Obey amendment had been approved by an Appropriations subcommittee, but deleted by a 26-24 vote of the full committee. The House vote to restore the funding was 233-170.

The effect of the floor-added amendments was to bring the economic stimulus funding for the current fiscal year close to the ceiling set by the congressional budget resolution.

While some of the ingredients may be different, the Senate also is expected to approve an economic stimulus appropriation close to the budget ceiling. In a letter to members of the Senate Appropriations Committee supporting added funds for anti-recession grants, AFL-CIO Legislative Director Andrew J. Biemiller urged maximum financing of the economic stimulus items. He termed the job-creation programs "an essential ingredient in the effort to reduce unemployment."

Normally, only programs that have already been authorized by Congress are contained in appropriations bills. But the House agreed to waive this requirement in order to include the $4 billion earmarked for accelerated public works projects.

Both the House and Senate have approved that spending level in authorization bills, but differences

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Panel Asks Color TV Tariff Hike

The International Trade Commission proposed substantial tariff increases over the next five years on imported color television sets which it had earlier found are seriously damaging the domestic industry.

But a coalition of 11 U.S. trade unions and color TV manufacturers that had petitioned the ITC for relief from the flood of foreign sets expressed disappointment that a majority of the commission's members did not recommend import quotas.

"We still believe the only practical remedy that can save the television manufacturing industry and the thousands of jobs that are presently in jeopardy is import quotas," said officers of the Committee to Preserve American Color Television (COMPACT).

"There is a serious question as to whether any other remedy would supply the relief that is required, and we urge President Carter to take this factor into consideration before he makes his decision," COMPACT Co-chairmen Jacob Clayman and Allen W. Dawson said. Clayman is secretary-treasurer of the AFL-CIO Industrial Union Dept. Dawson is executive vice president of Corning Glass Works.

The six-member trade commission voted 5 to 1 to increase the current 5 percent import duty on color TV sets to 25 percent for two years, dropping the tariff to 20 percent over the next two years, and to 10 percent the following year. By a 3 to 0 vote, the ITC recommended imposition of the same increased tariffs on imported black-and-white TV sets.

Only Commissioner Italo Ablondi urged adoption of quotas. He pro-

(Continued on Page 3)

A TRIBUTE TO HUBERT HUMPHREY by a galaxy of Washington luminaries, including Vice President Walter F. Mondale, drew over 1,000 persons to a dinner sponsored by the National Full Employment Committee. Humphrey is Senate sponsor of a bill to give the nation a full-employment economy. With Mondale and Humphrey are Clothing & Textile Workers President Murray H. Finley and Mrs. Coretta Scott King, who co-chair the Full Employment Committee. **(Story, Page 8.)**

Hits '6 Years of Neglect':

Marshall Vows End To Job Safety Mess

Labor Sec. Ray Marshall said one of his top objectives is to untangle the mess caused by what he termed "six years of neglect" in the enforcement and administration of the federal job safety law.

"Next to putting America back to work," Marshall observed in a statement following a six-weeks study of the Occupational Safety & Health Administration, is the responsibility of "guaranteeing to the American worker an environment that is safe."

Given the needed time, Marshall pledged to come up with even-handed procedures that are fair to workers and employers alike.

"I wish there were a way to rectify the problems of OSHA with a stroke of a pen. But good administration takes time to take effect," he said, adding that OSHA is an agency that needs firm administrative guidance and direction.

Marshall said the safety law enacted by Congress in 1970 is good legislation that was thrust on a reluctant Administration—and in many ways, had been sabotaged from the beginning.

"The tangled history of its first six years illustrates what happens when people are asked to enforce legislation they don't believe in," Marshall observed.

He said the problem was compounded by a Watergate-era document revealing that OSHA officials contemplated using the enforcement of the act as a political weapon. And more significantly, he noted, OSHA had never been given clear administrative guidelines because those in charge had no sympathy for the basic intent of the act.

"The result has been chaos," the Secretary said. There was no continuity of leadership and OSHA suffered from the lack of a clearcut enforcement strategy. It failed to develop a good relationship with the public and had inadequate co-

(Continued on Page 7)

House Unit Votes 22-11 Approval

Congress will face its first test on a clearcut labor issue when the House votes on a construction site picketing bill that is vigorously supported by the AFL-CIO and its building trades affiliates, and opposed by a well-financed coalition of rightist and employer groups.

The bill won a 22-11 endorsement from the House Labor Committee, and the Democratic leadership promised to move it quickly to the House floor.

It includes a construction industry collective bargaining section designed to minimize work stoppages, and is almost identical to the legislation that former President Ford vetoed after having promised to sign. At the House hearings, Labor Sec. Ray Marshall said President Carter will sign the bill if Congress passes it.

A Senate subcommittee has already opened hearings on the bill in anticipation of House passage, and President Robert A. Georgine of the AFL-CIO Building & Construction Trades Dept. termed it the top item on the building trades legislative agenda.

In his testimony, Georgine lashed at groups such as the National Right to Work Committee and the Associated Builders & Contractors for launching a multi-million dollar campaign to defeat the bill.

He charged the bill's foes with distortions and said their real concern is that "a stronger union movement will curtail their opportunities to secure contracts by undercutting wage and labor standards."

At issue is whether a union having a dispute with one of several

(Continued on Page 8)

Full Sanctions Again Applied To Rhodesia

Congress authorized President Carter to reimpose a ban on the import of chrome from Rhodesia and return to compliance with United Nations sanctions against a country where 270,000 white settlers have denied political rights to 6 million black Rhodesians.

Both the AFL-CIO and the Steelworkers, the union most directly affected, had urged Congress to repeal a 1971 law that prevented any curtailment of Rhodesian chrome imports. The argument at that time was that high-grade Rhodesian chrome was necessary for specialty steel production in this country. But technological changes and the

(Continued on Page 3)

New Jurisdiction Pact Concedes Field Workers to Farm Union

By David L. Perlman

The United Farm Workers will have unchallenged jurisdictional rights to organize agricultural field workers in California and other western states under the terms of an agreement ending a long and bitter struggle with the Teamsters.

The agreement, announced in Burlingame, Calif., requires the Teamsters to withdraw representation claims to workers covered by California's Agricultural Labor Relations Act and to all other farm workers currently excluded from the federal National Labor Relations Act. The Farm Workers will not seek to represent workers covered by the NLRA, such as those employed in processing farm products.

On farms where the Teamsters now hold bargaining rights, efforts will be made to get employer consent—subject to worker ratification—to transfer contracts to the UFW.

Where this can't be done, the agreement provides that UFW representatives will accompany Teamster officials in servicing the contract and the Teamsters will formally withdraw at the contract's expiration.

In a letter to AFL-CIO President George Meany, UFW President Cesar Chavez expressed his union's gratitude for the extensive help the Farm Workers received from the federation and its affiliates.

Through a special assessment levied by the AFL-CIO in 1973, Cha-

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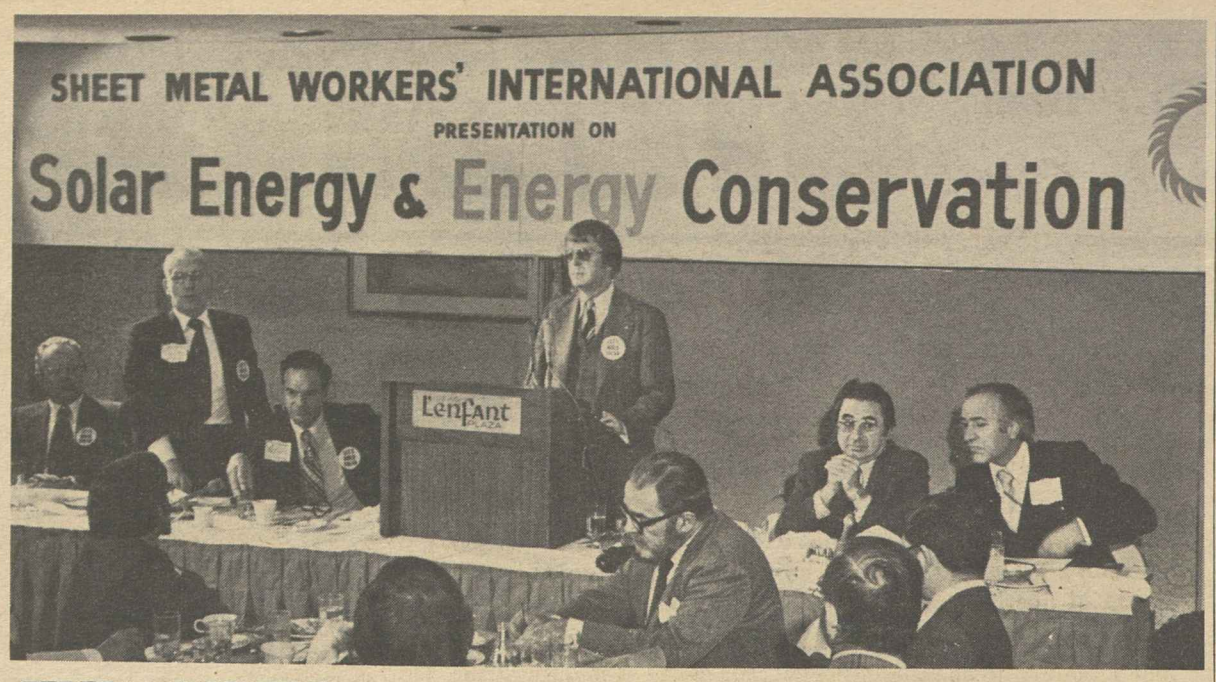


FEDERAL INCENTIVES to spur wider use of developed solar energy heating and cooling systems are essential in efforts to conserve conventional fuels, President Edward J. Carlough of the Sheet Metal Workers told a union-sponsored conference in Washington. Carlough, standing right, was joined by a panel of experts on the development of solar-heated air systems.

Joint Economic Committee Asks Bigger Stimulus, Pay-Price Reins

The Joint Economic Committee of Congress called for greater federal stimulus to the economy than that proposed by the Carter Administration. But at the same time it proposed giving the government power to delay wage and price increases.

While the Administration is "acting quickly and constructively" to revive the economy, its stimulative tax and spending measures are inadequate, the committee's Democratic majority declared.

Warning of otherwise sluggish growth and continued high joblessness, it urged the addition of $11 billion in economic stimulus measures to the Carter package for fiscal year 1978.

The AFL-CIO has called for a $30 billion program this year to create 2 million jobs directly and hundreds of thousands of others as a result of increased purchasing power. The Carter proposal is for a $30 billion stimulus, mainly in tax rebates and reductions, over the next two years.

The committee's majority proposed an additional $6 billion in personal income tax cuts and establishment of a $5 billion "unallocated job funds."

It also recommended legislation to authorize the Council on Wage & Price Stability to require prenotification of planned price increases and to "delay for modest periods wage or price increases which could have serious inflationary effects on the economy."

The AFL-CIO Executive Council at its recent meeting expressed firm opposition to a return to economic controls in any guise. The council described the wage-price council as a "dismal failure" and called for its abolition.

Commenting on the JEC recommendation to delay wage increases, AFL-CIO Research Director Rudy Oswald said the panel "just hasn't remembered the lessons of 1971," when former President Nixon ordered a 90-day wage-price freeze that led to three years of controls.

"They seem to view controls as a simple panacea for controlling inflation rather than getting at the underlying problems of energy, food, and other factors," Oswald said.

He praised the committee majority's endorsement of such objectives as full employment and new federal initiatives in the areas of energy and welfare reform. But he said its goal of reducing unemployment to between 5.5 and 6 percent by the end of calendar year 1978 is too modest.

On the other hand, Oswald said he was happy to see the committee reject the contention of former President Ford and his economic advisers that the unemployment rate marking full employment is 4.9 percent. The AFL-CIO's definition of a full-employment economy is one in which every person who wants and is able to work can find a job.

The committee's analysis of the President's annual economic report, required under the 1946 Employment Act, observed that the Carter economic program, if adopted, should lower joblessness by the end of 1977 to slightly less than 7 percent.

"This will represent important progress, but it still will leave the nation very far from its goal of full employment," the report declared, adding that it now appears unlikely that the unemployment rate can be brought below 5 percent before 1980, "and even this assumes that quite rapid growth can be achieved in 1978 and 1979."

Real gross national product—the value of the nation's total goods and services—is expected by the committee to grow about 5 percent this year, with inflation for the year at about 5.5 percent and joblessness averaging about 7.3 percent.

It described as "a serious omission" the lack of a housing program in the Carter Administration's fiscal stimulus package, observing that public funds to help the ailing housing industry already are available, including some $1.8 billion in funds to subsidize mortgage interest payments.

The committee suggested that inflation may be more troublesome this year than last, observing that consumer food prices — essentially stable in 1976—can be expected to rise "at least moderately" in 1977 and possibly sharply if drought persists in the Plains and the West.

"Fuel prices, especially prices for natural gas, also must be expected to rise sharply," the committee said. "Thus, even though wage increases have been moderating, and although there certainly is no general excess demand, food and fuel price increases probably will bring the 1977 inflation rate somewhat above that of 1976, perhaps to 5.5 percent."

OCAW Locals Strike Two Sun Oil Facilities

Denver—A second facility of the Sun Oil Co., has been struck by the Oil, Chemical & Atomic Workers over the firm's refusal to match the terms of the pattern agreement set by the union in January with other major oil producers.

OCAW President A. F. Grospiron charged that Sun "seems to find it very difficult to accept the fact that its employees are adult men and women."

Grospiron said the company has refused to provide OCAW with the necessary information to make a fair wage proposal for those of its members who are on monthly salary with the company.

"By insisting on a written agreement from us that we won't ask them for individual employee salary rates or information on increases for performance bonus awards, they insult the intelligence of their salaried employees," Grospiron said.

The National Labor Relations Board has sustained the OCAW position and ordered Sun to provide the union with the necessary information it has requested. The company has appealed the decision.

Sun's refusal to meet the pattern agreement established with Gulf Oil Corp., caused OCAW locals to strike Sun's Toledo, Ohio, plant on Feb. 5 and its Marcus Hook, Pa., facility on Mar. 9 over the following national issues:

- A contract expiration date of Jan. 7, in line with OCAW's contracts with other oil companies.
- A top-level health and safety review committee.
- A minimum pension benefit of $12 per month multiplied by an employee's years of service, as other companies have agreed.

More than 350 OCAW contracts have been signed in line with the Gulf settlement. The pacts expired on Jan. 7 and 8.

The union seeks to insure uniform health and safety conditions at all oil refineries where it represents workers, and thus seeks the review committee. Two workers died in an explosion and fire at the Marcus Hook refinery last year.

Federal Incentives Urged:

Solar Energy Use Called Competitive

Solar air heating and cooling systems can now compete economically with electricity in most parts of the country, President Edward J. Carlough of the Sheet Metal Workers said in calling on Congress to pass an incentive program for the use of solar power and energy conservation.

Sun-generated systems using air rather than liquids are no longer a novelty, Carlough told a group of congressmen, senators and government agency representatives at a union-sponsored solar energy conference.

"This is a developed technology capable of producing energy and jobs," he stressed. Carlough said the nation does not have to wait for future technological developments; existing systems are workable and can be put into use to ease the drain on conventional energy sources.

Nearly 25 percent of all energy used in the country now is consumed in heating, ventilating and air conditioning of homes and buildings, he said.

"At a relatively low cost, we could make a huge dent in the nation's energy consumption by modifying those systems to use solar energy where it is feasible," Carlough said.

He suggested that half of the single-family homes constructed in the United States during the past two years which have electric heating, could have used solar heat.

The Sheet Metal Workers are pressing for congressional passage of several measures sponsored by seven senators and 15 congressmen to promote the use of solar energy. This legislation package includes tax incentives and low-interest loans for consumers, businesses, farms and industry to help pay for the installation of solar systems. It also calls for energy conservation and solar energy plants for federal buildings.

"The national value of a concerted effort in solar energy and energy conservation would be measured in millions of barrels of oil—resulting in more favorable balances of payments, less inflation, more jobs and energy independence," Carlough said.

The construction of solar air heating and cooling systems would provide large numbers of jobs, directly in construction and indirectly in the fabrication of components, he observed.

A number of experts on hand for the Sheet Metal Workers' conference suggested that the increased use of solar energy is not only long overdue, but is becoming increasing more practical because of the recent sharp rise in conventional fuel costs.

Solar heating systems — using both air and water—are currently being operated successfully in 34 states, industry representatives said.

A recent study financed by the union forecasts that almost 2.5 million single-family homes will be using solar heating and cooling systems by 1990.

Nursing Home Failings Cited at House Hearing

An AFL-CIO inquiry into the condition of America's nursing homes "found both good and bad" but "the bad is very bad," Assistant Director John J. McManus of the federation's Dept. of Community Services told a House subcommittee.

The ills of the industry are so severe, McManus said, that increased private and public financial support will never be enough, by itself, to cure them.

Testifying before the House Subcommittee on Oversight & Investigations, McManus cited the Executive Council's recommendations on nursing home improvements adopted at its recent meeting as offering some hope of freeing our elderly from the shackles of imposed exile."

The council called for a comprehensive policy to replace the current fragmented and uncoordinated approach to the problems of the elderly and declared that "there is no place for the ethnics of the market place in programs designed to meet human needs."

Too often, the AFL-CIO report on nursing home conditions makes clear, "profit comes ahead of people."

The federation's study, begun over a year ago, was spearheaded by central labor bodies in some 20 communities. Inspection task forces were formed with union volunteers and community representatives from religious organizations, senior citizen groups, and social agencies.

The National Council of Senior Citizens and the Administration on Aging of the Dept. of Health, Education & Welfare provided checklists which the community inspection teams used in their visits to nursing homes in 14 states. As a result of the visits, checklists of 128 nursing homes were completed and forwarded to the AFL-CIO for compilation in the report.

Some nursing homes are doing a "fine job—and all Americans should be proud of the efforts that these homes are making on behalf of the sick elderly," McManus told the House panel. But others are profiting from human misery, he said.

Ten percent of the nursing homes contacted by the inspection teams refused them entry, apparently preferring "the safety of darkness to the light of public inquiry," McManus observed. He said the American Health Care Association, a group of mainly proprietary interests, falsely asserted to its members that the AFL-CIO was using the visits "for solicitation of union members of nursing home personnel."

When AFL-CIO Community Services Director Leo Perlis challenged the AHCA to substantiate its charge, no reply was forthcoming, McManus said, adding: "An inescapable conclusion is that AHCA's membership does indeed have much to hide."

McManus said that nursing home committees are now being formed in a number of communities as ongoing, service monitoring groups. He called for maximum effort to bring about a complete shift in priorities for long-term care of America's elderly citizens.

Several Have Union Ties:

Top Staff Positions Filled at Labor Dept.

President Carter and Labor Sec. Ray Marshall have completed the Labor Dept. "sub-cabinet," including the appointment of several key executives with trade union backgrounds.

The new Under Secretary of Labor, for example, is Robert J. Brown, who once headed an Auto Workers' local. Two deputy under secretaries are Howard Samuel, a vice president of the Clothing & Textile Workers, who will deal with international affairs, and Peter Henle, a former AFL-CIO economist, whose responsibility is economic policy.

Francis X. Burkhardt, from the staff of the Painters, is the new assistant secretary for labor-management relations.

Two other appointees, Ernest G. Green and Alexis M. Herman, come to their new Labor Dept. posts from the labor-supported Recruitment & Training Program of the Workers Defense League/A. Philip Randolph Institute. Green has been confirmed as assistant labor secretary for employment and training, while Herman has been named director of the Women's Bureau.

Others announced for high posts include Eula Bingham as assistant secretary for occupational safety and health; Donald Elisburg, assistant secretary for employment standards; Carin A. Clauss, solicitor of labor; Arnold H. Packer, assistant secretary for policy, evaluation and research, and Nik Edes, deputy under secretary for legislation.

Brown, 47, has been with the Labor Dept. since 1966. He was president of United Auto Workers Local 41 in St. Paul, Minn., and held other union posts between 1948 and 1953. He has served as Denver regional administrator of Employment & Training Administration since 1974. Earlier he had been associate administrator of the Manpower Administration and director of the U.S. Employment Service.

Samuel, 52, has been a vice president of the Clothing & Textile Workers and a predecessor organization, the Clothing Workers, since 1966. He has served on a number of federal advisory committees aimed at formulating national labor policies.

Burkhardt, 32, has been research director of the Painters since 1970, and at one time served as administrative assistant to AFL-CIO Legislative Director Andrew J. Biemiller.

Henle, 58, joins the Labor Dept. after four and a half years as a senior labor specialist with Congressional Research Service. From 1966 to 1971 he was associate commissioner and chief economist for the Bureau of Labor Statistics. He was assistant director of research for the AFL-CIO from 1955-61, and had worked for the AFL since 1946.

Green, 35, has been executive director of R-T-P and a predecessor organization since 1967. R-T-P has played a key role in placing minority group members and women in apprenticeable occupations.

Herman, 29, has been national director of women's programs for the minority women employment program at R-T-P's Atlanta headquarters since 1974.

Bingham has been associate director of the department of environmental health at the University of Cincinnati School of Medicine since 1972.

Elisburg, 38, has been general counsel and staff director of the Senator Labor & Public Welfare Committee since 1974. Already confirmed in his new post, Elisburg will be responsible for enforcing a wide variety of federal labor laws, including those setting minimum wage, overtime pay, equal pay, and child labor standards.

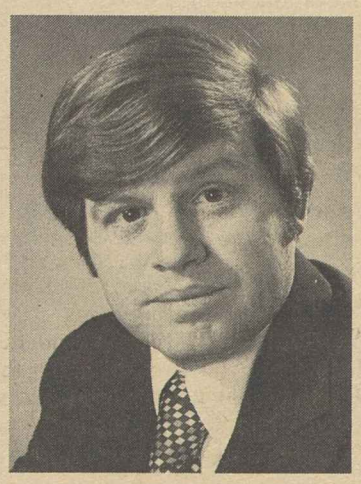
Clauss, 38, becomes the first woman to hold the Labor Dept.'s top legal post. She has been associate solicitor for fair labor standards since 1971.

Packer, 42, has been chief economist for the Senate Budget Committee since 1974. In his new position, he will administer the department's activities in policy and program planning, program evaluation, and economic and social research.

Edes, 33, will be responsible for the department's liaison with Congress and will report directly to the Secretary. He has been special counsel to the Senate Labor & Public Welfare Committee since 1971.

Robert J. Brown

Howard Samuel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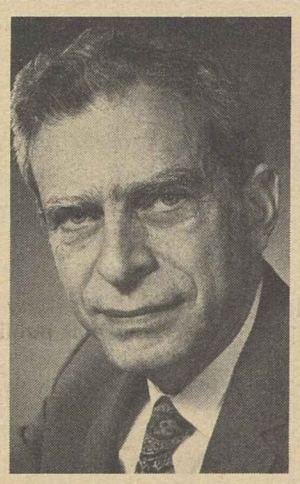
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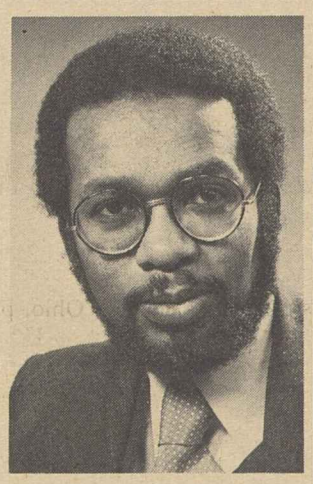
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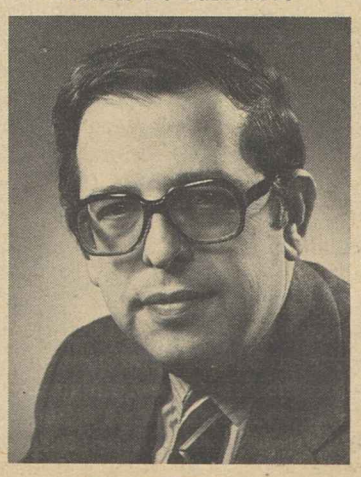
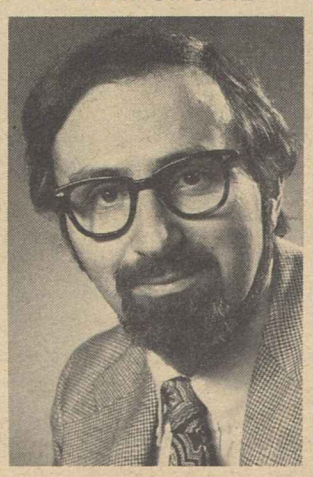
Alexis M. Herman

Eula Bingham


Donald Elisburg

Carin A. Clauss


Arnold H. Packer

Meany Hails Legacy Of Czech Rights Leader

AFL-CIO President George Meany, sent a message of condolence to the family of Dr. Jan Patocka, the Czechoslovak human rights leader, who died in a Prague hospital Mar. 13 after a brain hemorrhage.

Patocka, a retired philosophy professor and a chief spokesman of the Charter 77 human rights manifesto, was 69. The charter, which angered the Czechoslovak Communist government, was signed by more than 500 scholars, scientists, writers and artists.

Patocka had been hospitalized Mar. 4 in a state of exhaustion after being taken into custody and undergoing a long period of questioning by the Interior Ministry.

"His death—caused by brain hemorrhage following arrest and 11 hours of intensive interrogation while recovering from influenza and while enduring a known heart condition—can only be categorized as barbarous and malevolent secret police brutality at the direction of a Soviet-dominated government leadership," Meany said in his message.

Citing Patocka's role in the drafting of the human rights charter, Meany said, "His last written words will live forever to inspire all free people and those who seek freedom. Many people have only now realized that there are ideas worth suffering for and for which it is worthwhile to live."

Ringling Circus Boycott By Musicians Backed

All union members and their families have been urged by AFL-CIO President George Meany to support a nationwide boycott the Musicians initiated against Ringling Brothers-Barnum & Bailey Circus.

The boycott was endorsed unanimously at the federation's executive Council meeting last month, Meany noted, but that announcement of the action was delayed while the AFM continued to negotiate with the circus in the hope management would abandon its union-busting demands.

"Regrettably, the company has chosen to continue to demand that the union accept a contract that would destroy long-held provisions" and erode working conditions, Meany said in a letter to all AFL-CIO affiliates and state and local central bodies.

The council statement pointed out that AFM members had for a number of years provided music at the Ringling Brothers circus performances. Some musicians traveled with the circus, and others were engaged locally.

Last year, the circus management proposed that a nationwide contract be negotiated to replace the differing local arrangements at each stop with a standard contract.

After the AFM secured needed authority to enter into such negotiations in good faith, the council statement said, Ringling Brothers used the new forum to make a series of unconscionable demands.

To avoid a deadlock, the AFM offered a short-term contract to cover the current season that would have met many of the company's concerns.

"Ringling Brothers turned down that eminently reasonable proposal," the council stressed. Then on the ground that no contract had been signed, the circus management in a "classic union-busting technique" arranged for music at circus performances to be provided by Cas-Pet, a bitter enemy of the AFM.

Higher Tariff Proposed for TV Imports

(Continued from Page 1)

posed that the total amount of imported color TV sets be limited to 1,272,000 annually.

COMPACT noted that the Commerce Dept. recently reported that 3.3 million, or 44 percent, of all color TV receivers sold in the United States last year came from abroad, mostly from Japan, Taiwan, and South Korea. This represented an increase of 171 percent from the 1975 import level and a rise of some 1,500 percent since 1966.

COMPACT's members were joined by GTE Sylvania, Inc., in requesting the ITC to recommend quotas based upon the 1973-75 import level of color TV receivers. Ablondi recommended that this request be substantially adopted because "imports of color television sets have increased in such huge numbers" that they have disrupted both the domestic industry and normal patterns of international trade.

COMPACT observed in its petition that 19,000 workers already have lost their jobs due to TV imports, and said that another 65,000 jobs are threatened.

ITC has until Mar. 22 to complete its formal report in the TV import investigation and send it to the White House. President Carter then has 60 days to accept, reject, or modify the commission's recommendations. If he takes no action, the recommendations automatically take effect. If he rejects the proposals outright or modifies them, Congress can override him by a majority vote, putting the recommendations into effect.

Labor members of COMPACT include IUD, Allied Industrial Workers, Flint Glass Workers, Glass Bottle Blowers, Independent Radionic Workers, Machinists, International Brotherhood of Electrical Workers, Furniture Workers, the Steelworkers, and the Electrical, Radio & Machine Workers. Company members are Corning Glass Works, Owens-Illinois, Sprague Electric, and Wells-Gardner Electronics.

Full Sanctions Again Applied To Rhodesia

(Continued from Page 1)

development of other sources of supply have dulled that asertion.

The AFL-CIO had called for repeal of the exemption in order "to demonstrate the commitment of the United States to human rights in Southern Africa."

A telegram from AFL-CIO Legislative Director Andrew J. Biemiller, during House consideration of the measure, termed the exemption of chrome from trade sanctions "contrary to U.S. efforts to end apartheid, oppression and economic discrimination in southern Africa."

The Administration pressed successfully for congressional action to be completed before President Carter's address to the United Nations on Mar. 17. The House, which two years ago had defeated such a bill, approved the measure by a 250-146 vote. The Senate completed action the next day, approving it by a 66-26 margin.

In the House, 211 Democrats and 39 Republicans supported the legislation; 52 Democrats and 94 Republicans voted against it.

Restoration of sanctions was approved in the Senate by 48 Democrats and 18 Republicans; opposed by 9 Democrats and 17 Republicans.

The Construction Mix

BOTH SIDES in the construction industry have long been of the general view that a construction site should have a common labor relations policy regardless of how many contracts or contractors, prime or subcontractors, are involved.

The mixing of labor policies is not conducive to industrial peace, productivity or good management.

Buildings or projects are rarely designed and built by one firm or company. Instead, they are usually the products of the combined efforts of many firms or builders, who may or may not have a direct contractual relationship with each other.

Each one of these building firms undertakes a special part of the construction. For example, there may be one contractor for excavation and for concrete work, or a general contractor for erecting the basic foundation and frame of the construction. Brick, tile, siding or masonry may be separately contracted or subcontracted. So is plumbing, heating and air conditioning. Sprinkler systems are installed by another group of contractors.

It is crucially important for every contractor to know whether or not the other contractors on the job secure their workmen pursuant to and in accordance with a collective bargaining agreement between the contractor and a building trades union.

The existence or absence of such an agreement may make all the difference between harmonious and stormy industrial relations in the course of contract performance.

Despite the very close working relationships between contractors and between workers on construction projects, the labor law treats each contractor as a separate and independent entity.

THE TAFT-HARTLEY ACT, as interpreted for nearly 30 years, has been applied unfairly to construction workers.

It has made the building trades unions and members legally powerless to protect themselves while, at the very same time, it has given a construction employer a virtual license to destroy unions with impunity. The destructive results of all this are manifold.

A much higher percentage of construction work is being performed non-union and the trend is accelerating, even in formerly highly-organized areas.

National contractor associations are conducting schools across the United States, by lawyer-teachers who train union contractors in how to convert their union into non-union operations which are protected by the unfair provisions of the Taft-Hartley Act.

The present statute, as applied, has placed all the legal weapons in the hands of the contractors.

The stability of long-established collective bargaining relationships has been eroded.

It seems reasonable and fair that unions in the building and construction industry at least should have the right to publicize peacefully, by picketing, the fact that an employer subcontracts part of the job to the non-union subcontractor who has usually won the bid for the subcontract because he pays substandard wages or provides substandard conditions.

—From testimony by Robert A. Georgine, President, AFL-CIO Building and Construction Trades Dept., before Senate Subcommittee on Labor.

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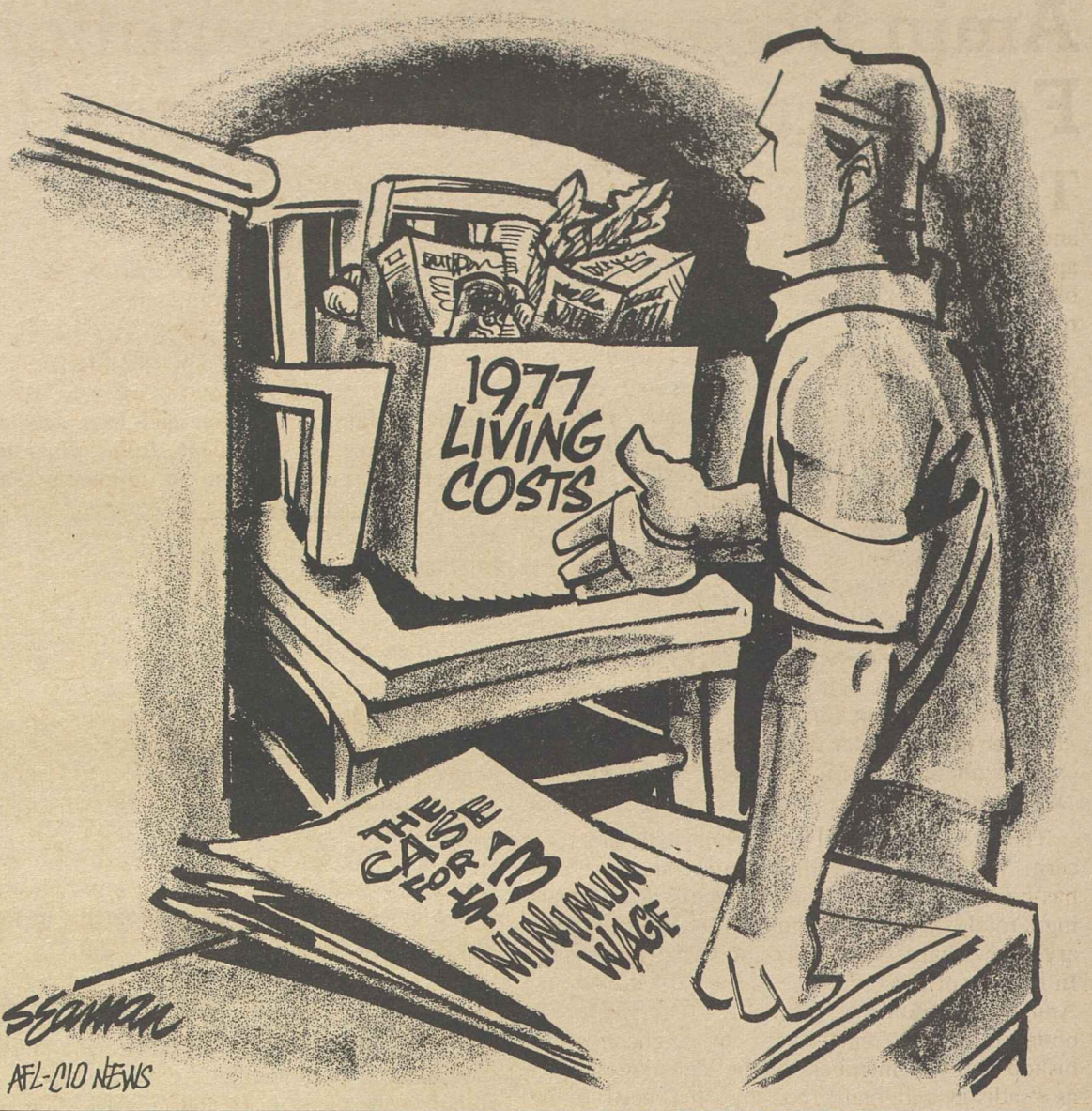

Runaway Money:

Banks Use Bahama Connection To Avoid U.S. Tax Obligations

By Gus Tyler

WHERE, OH WHERE has our doggone business gone? That, indeed, may shortly be the anguished dirge of a pained America as it wonders what has happened to its manufacture, its shipping, its banks, and—of course—its jobs and money.

The latest chapter in this sad story is the exit of banking business.

The first chapter was the tragic tale of the small manufacturing operation that ran away to Asia, Africa and Latin America in pursuit of cheap labor.

The second chapter was the transfer of big plants from the United States to Europe, Brazil and Argentina to take advantage of tax gimmicks and closed markets.

The third chapter was the runaway of shipping to Liberia and Panama to give American corporations a "flag of convenience" under which to avoid American pay scales and American standards of safety.

And now it is the American banks who are transferring their operations (at least on paper) from the United States to the tax-free Bahamas and to the lesser known Cayman Islands to escape their obligations to the United States.

Here's the way the game goes. A corporation (American or foreign or a foreign subsidiary of an American company) applies for a loan to an American bank. The American bank says that it will book this loan with its Bahama branch.

By this simple expedient, the bank escapes any reporting to the Federal Reserve and, at the same time, escapes paying taxes—especially to the city or state (usually New York) in which it is located, although it is in New York that clerks and computers do the work of transferring the transaction to the Bahamas.

Ordinarily, the big banks have to report their volume of business, loans, deposits, interest charges. This information, notes Ann Crittenden in The New York Times, "is vital not only in measuring the stability of the banks themselves, but in determining the health of the overall economy."

Because the banks are now "booking" their business to the Bahamas, says the chairman of a House Banking & Currency subcommittee, Rep. Fernand J. St Germain (D-R.I.), "We don't have a reporting system that enables us to track the impact of overseas lending on our domestic economy."

The Bahama business is booming. Since 1973, the assets of American banks in the islands (including Cayman) have risen by 150 percent. In hard terms, this represents $10.5 billion as of last Oct. 31—a dismaying rise of $6 billion over the previous year.

While the entire American economy is hit by this "runaway" banking, New York City and state are hit hardest. When Citibank shifted $1 billion worth of loans from its New York to its Bahama books, it was estimated that New York State lost some $10 million in tax revenues. New York City also lost. (The $1 billion refers to only one transaction of one bank.)

While depriving New York of millions, the big banks of New York are demanding a superboard, outside democratic control, to run the city to balance the city's budget—a ploy that its critics view as the dictatorship of the plutariat.

Perhaps the banks would have a more convincing case if they moved their Bahaman operations back to New York to pay their share of the city's bills.

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'The Free Exercise Of Their Right...'

We have gathered here to honor the memory of men and women who . . . more than 40 years ago enacted into law a statute which, whatever its limitations—and these can and must be changed—was surely just and fair. The purpose of the law was to extend the blessings of freedom and democracy to the field of labor-management relations, to guarantee to the working people of this country the free exercise of their right to organize for the purpose of collective bargaining . . .

Our nation as a whole has benefitted greatly from this process, and the cause of freedom is the more secure because of it.

—From the invocation by Msgr. George G. Higgins at NLRB dinner, Mar. 2, 1977.

Bayard Rustin Says:

Amin Deserves Condemnation For Reign of Terror in Uganda

TO BE SILENT about the tragedy in Uganda would be to betray our principles, our values and ourselves. Last month a letter to the editor appeared in the New York Times from eight black leaders condemning "Amin's reign of terror."

The letter was signed by Dorothy Height of the National Council of Negro Women, Vernon Jordan of the National Urban League, Eleanor Holmes Norton of the New York City Human Rights Commission, Frederick O'Neal of the Associated Actors & Artistes, William Pollard of the AFL-CIO Dept. of Civil Rights, A. Philip Randolph, president emeritus of the Sleeping Car Porters, Roy Wilkins, longtime executive director of the NAACP, and myself.

We wrote that we were "outraged by the violations of human rights and the murders committed by President Idi Amin Dada of Uganda. Neither the character nor the quality of oppression is altered when it is a black tyrant who is killing other blacks."

The letter expressed our deep anguish and concern. We pointed out that Amin's six-year rule has been a series of savage incidents demonstrating a total contempt for human life. But in February a new chapter of cruelty and barbarism began. In his first press conference at the United Nations, Ambassador Andrew Young, to his credit, denounced the assassination of an Anglican archbishop and two members of the Ugandan cabinet as "sadistic and malicious acts that need to be condemned." Later, the Tanzanian Daily News reported that the archbishop, after being tortured, was killed by Amin himself.

The full horror of Amin's rule in Uganda has only slowly and belatedly been fully revealed. In 1972 Amin gave the 80,000 Asians living in Uganda three months to get out of the country, including those who held Ugandan citizenship. What he has done since is even more outrageous. He has systematically persecuted the country's Christians, who make up 80 percent of Uganda's population. It is estimated that from 50,000 to 300,000 Ugandans have been killed by Amin's murder squads. Thousands of Ugandans are in prison and tens of thousands have fled to other African nations, Europe and the United States. The country's chief justice, a former prime minister, was dragged from his courtroom by Amin's gunmen and has not been seen since. And he was not the only prominent Ugandan to meet that end. Every barrier that might have protected Ugandans from the abuses and crimes of Amin has been destroyed. The social, political and economic structure of Uganda has been shattered.

During the 1950s and early 1960s I worked in four liberation movements in Africa, so I have no hesitation in declaring that Amin's rule in Uganda is a gross betrayal of Africa's struggle against colonialism, injustice and oppression.

To suppose that criticizing Amin is also to criticize black Africa would defile the lofty principles that guided the movements for national independence. Leading African statesmen have denounced Amin's atrocities. President Julius Nyerere of Tanzania has called him "a murderer," while President Kenneth Kaunda of Zambia has termed him "a racialist." A Kenyan government radio broadcast in July 1976 declared that "it is a pity that the peace-loving people of Uganda should now find themselves under the world's greatest dictator in modern history."

Any notion that Amin's crimes are to any degree excusable because he is black can only harm the moral and political cause of the struggle against apartheid in South Africa and minority rule in Rhodesia. Violations of human rights in Uganda do not justify those in South Africa and Rhodesia. Ian Smith does not justify Idi Amin. Oppression and injustice must be opposed wherever they occur if freedom and human dignity are to flourish anywhere.

WHILE AMERICAN and world attention was focused on the fate of the 200 Americans in Uganda, Amin, a Muslim, was launching a purge of thousands of predominantly Christian Lango and Acholi tribesmen in Uganda's army, air force, police forces and prison forces. Thousands of tribesmen have been massacred and hundreds of students from those tribes have been arrested in Kampala.

We are thankful the Americans escaped harm, but innocent people continue to be killed in Uganda, while many of the world's leaders remain silent. The United Nations Human Rights Commission rejected a British proposal for an investigation of the entire human rights situation in Uganda. Black people especially must understand the harmful effect this will have on our efforts to build a worldwide moral crusade against the terrible oppression in South Africa and Rhodesia.

The cowardice and cynicism of diplomats must not be allowed to erode our indignation at violations of human rights anywhere in the world. All Americans, black and white, who are dedicated to human rights and freedom must join in condemning Amin's reign of terror and must do whatever possible to defend his victims, many of whom are refugees in the United States.

No Time for 'Muddling':

Energy Action Plan Pressed by Council

The following is excerpted from an AFL-CIO Executive Council statement on energy adopted Feb. 25, 1977.

CONSERVATION IS THE CORNERSTONE upon which this nation must build its energy policy.

Conservation does not mean a diminishing in the quality of life. It does not mean less automobile driving. It does not mean cold, drafty, uncomfortable homes. It does not mean less usage of home appliances.

It does mean using energy efficiently. It means the manufacture of automobiles that get more mileage per gallon of gasoline, the retrofitting of existing homes and buildings and the construction of well-insulated homes and buildings that drastically reduce energy consumption, the designing and building of home appliances that use only small quantities of energy.

Nor does conservation mean no growth. We hold no brief for those pushing conservation as part of a no-growth philosophy. Growth in the economy and conservation of energy can, and must, go hand-in-hand.

The nation needs new and additional supplies of energy. Oil and natural gas are declining resources. While no single source of energy represents the ultimate fuel, it is clear that coal and nuclear power are the ones upon which this nation must rely in the immediate future.

Every effort must be made to accelerate the development of coal and nuclear power while protecting the environment and maintaining stringent safety and health standards. Meanwhile, facilities to provide enriched uranium should be expanded and the procedures for licensing of nuclear facilities should be expedited to eliminate costly and unnecessary delays.

Continued development of the liquid metal fast breeder reactor program must be pursued. This is essential to the nation's long-term energy needs.

At the same time, America must direct its efforts toward developing such other sources of energy as solar, geothermal, biomass, shale oil, coal liquefaction and gasification. These energy sources will be neither cheap nor be developed overnight.

OIL IMPORTS should be taken out of private hands and placed in the hands of the government. The government should determine the amount of oil to be imported, negotiate its price with the individual oil producing countries and provide for its allocation.

At the same time, the nation must accelerate the establishment of an oil stockpile that will give America a measure of protection against any future oil embargo and enhance its bargaining power.

Continued regulation of oil and natural gas prices is essential to the economic well-being of this nation.

We urge a complete and thorough investigation of the natural gas producers to determine whether the natural gas shortage is real or contrived by the producers to benefit themselves at the expense of the national interest.

It is intolerable that a nation so dependent on energy is ignorant of the basic facts needed to make intelligent analyses and critical decisions. Such data as is available is incomplete and unreliable because in the past the natural gas companies have been unwilling to provide complete and detailed information with regard to their reserves and other facets of their operations. The investigative body should be empowered with the right to subpoena such records as are needed to get to the bottom of this question.

We urge Congress to enact legislation to break-up the oil monopolies so that the companies may no longer produce as well as refine, transport and market petroleum.

Not satisfied with their monopolistic control of oil, these companies are stretching their tentacles into competing sources of energy. Already, they have secured a major position in the coal industry, and are reaching into other energy fields. Clearly, this is not in the national interest and will hamper the development of alternative sources of energy.

Job Security High on List:

CWA Spells Out Key Goals For Coming Contract Talks

TOP ISSUES in upcoming contract renewal negotiations covering a half-million workers in the telecommunications industry are job security, wage inequities based on sex and cost-of-living protection for pensioners, President Glenn E. Watts of the Communications Workers said.

The industry, which has been largely insulated from job cutbacks in past economic downturns, has been hit by a sharp reduction of the workforce during the current recession, Watts said. He noted that in the Bell Telephone System alone, the workforce has been reduced by 100,000 in just the last three years.

"Our members are much more aware of this problem" today, Watts declared. The cutbacks have shocked many people, he stressed, and the workers represented by the CWA are determined this year to win "the kind of job security they haven't had in the past." Watts, who is also a vice president of the AFL-CIO, appeared on the public affairs raido interview Labor News Conference.

CWA's current three-year contracts with Bell System companies expire in August. Negotiations are not yet under way.

Watts said he was personally optimistic that the union can be able to reach a satisfactory settlement with the Bell System without having to resort to a walkout. But he stressed, "I would not discount the possibility of a strike," particularly if CWA negotiators run into industry resistance on the pension COL proposal.

Watts said that the heavy emphasis on job security and other non-wage items will not overshadow wages in the negotiations. "We will be seeking a substantial general wage increase," he asserted, and the "continuing high unemployment won't dampen the CWA members' expectations."

Watts said that the union negotiators will also zero-in on the persistent problem of lower wage scales for what have traditionally been viewed as "women's jobs." He said that the "drag of the past in the wage structure" still holds in telecommunications and other industries.

"Our effort is to look at the true worth of the job, regardless of the people assigned to it," Watts declared.

Reporters questioning Watts were Sara Fritz, of United Press International and Tom Joyce of Newsweek magazine.

The weekly radio interview program is produced by the AFL-CIO as a public service.

JOB SECURITY, sex-related wage inequities and pension improvements are key goals for a new contract for 500,000 telecommunications workers, President Glenn E. Watts, center, of the Communications Workers said on Labor News Conference. The AFL-CIO vice president was questioned by Sara Fritz of United Press International and Tom Joyce of Newsweek.

HISTORY OF AMERICAN LABOR and the contributions of workers to the nation's progress over the past two centuries are represented in four large mural paintings recently dedicated at the main Labor Dept. building in Washington, two of which are shown here. The painting on the left, titled "Industry," focuses on the 19th Century factory, the machine and early child labor abuses. The other painting, titled "Technology" relates to 20th Century developments in the sciences, engineering, and the specialized skills of workers. The paintings were done by artist Jack Beal under a commission from the General Services Administration.

89 Sponsors Push Bill to Assure Full Rights for Pregnant Workers

Eighty-two House members and seven senators joined in introducing a union-endorsed bill to assure that women unable to work because of pregnancy receive the same benefits an employer provides to workers temporarily disabled by other causes.

The legislation is intended to counteract an adverse Supreme Court decision. The court last December held that the ban on sex discrimination contained in the Civil Rights Act doesn't require coverage of pregnancy and childbirth in fringe benefit plans.

It rejected the claim of the Electrical, Radio & Machine Workers (IUE) that General Electric illegally discriminated against its women employees by excluding pregnancy-related conditions from an otherwise comprehensive list of disabilities qualifying for insurance benefits.

The IUE and the AFL-CIO were among 44 organizations — unions, Human Resources Committee, and women's groups and civil rights organizations—that joined in a declaration of support for the bill.

Chief sponsors of the measure are Sen. Harrison A. Williams, Jr. (D-N.J.), chairman of the Senate Rep. Augustus F. Hawkins (D-Calif.), chairman of the House Labor Subcommittee on Employment Opportunities.

A bipartisan group of sponsors helped launch the campaign for the bill at a Capitol Hill news conference. Among those present, in addition to Hawkins and Williams, were Representatives Shirley Chisholm (D-N.Y.), Margaret Heckler (R-Mass.), Elizabeth Holtzman (D-N.Y.), Patricia Schroeder (D-Col.), and Senators Birch Bayh (D-Ind.), Jacob K. Javits (R-N.Y.) and Charles M. Mathias, Jr. (R-Md.).

Ruth Weyand, the IUE attorney who carried the case to the Supreme Court, and Susan Deller Ross, an American Civil Liberties Union attorney, jointly head the Campaign to End Discrimination Against Pregnant Workers, which brought together the coalition.

AFL-CIO Civil Rights Director William Pollard noted the strong statement of support adopted by the federation's Executive Council at its recent meeting. He said the AFL-CIO will work for congressional passage and presidential approval of the bill.

A statement by IUE President David J. Fitzmaurice noted that a number of state laws and state court decisions already require "that pregnant women who are fully able to work be treated the same as any able-bodied worker, and when disabled that they be treated the same as any disabled worker."

He said the union believes this is what Congress intended when it outlawed discrimination because of sex.

The bill would amend Title VII of the Civil Rights Act to specify that the prohibition against employment discrimination because of sex includes "pregnancy, childbirth, or related medical conditions, and women affected by pregnancy, childbirth, or related medical conditions shall be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or inability to work."

Airline Unions Warn Of Decontrol Hazards

Two AFL-CIO unions, the Machinists and the Air Line Employees, voiced strong opposition to any form of government decontrol of the airline industry.

Following a meeting in Las Vegas of over 250 delegates from IAM air transport locals and districts, the union charged that proposed decontrol legislation, including a bill sponsored by Sen. Howard Cannon (D-Nev.) and Sen. Edward M. Kennedy (D-Mass.), would eliminate the jobs of thousands of individual employees on major air carriers.

Besides causing loss of jobs, such legislation "would adversely affect the safety of operations and eventually would result in the greatest consumer ripoff in the history of transportation," IAM Vice President John F. Peterpaul declared.

At its recent midwinter meeting, the AFL-CIO Executive Council warned that proposed changes in airline regulations would represent "an abdication of the federal government's responsibility to insure safe, efficient air service at reasonable prices," and that the job security of some 300,000 airline employees would be affected.

Meanwhile, ALEA President Victor J. Herbert expressed concern that industry deregulation would bring on cutthroat competition among carriers, resulting in a rash of bankruptcies, mergers, and greatly reduced profits needed to replace outdated aircraft.

"Investors will draw back the moment they see once valuable routes thrown up for grabs," Herbert predicted. He said "the specter of widespread joblessness also haunts the airline labor unions who foresee falling memberships as financially weak carriers are swallowed up by the giants and the expansion of charter firms lessens the need for scheduled service." ALEA is a division of the Air Line Pilots.

Runoff Election Slated in Georgia

Atlanta—Two Democrats, Wyche Fowler and John Lewis, will compete in an Apr. 5 runoff election for the Atlanta area congressional seat vacated when Andrew Young became ambassador to the United Nations.

Fowler, who led a 12-candidate field with 39.4 percent of the vote, is head of the Atlanta City Council. Lewis, a civil rights leader who formerly headed the Voter Education Project, polled 28.8 percent. Fowler is white, Lewis black. Although the district has a white majority, Young had won re-election last November by a 67 percent margin.

New Mexico House Rejects 'Work' Law

Sante Fe, N.M.—The New Mexico House defeated a "right-to-work" bill that had narrowly passed the state Senate, turning back a heavily financed advertising and lobbying campaign to outlaw the union shop. New Mexico has been a prime target of the National Right to Work Committee.

The House vote, taken shortly before adjournment of the legislature, was 36-31 against the open shop bill. It had previously passed the Senate, 21-19.

Executive Sec.-Treas. Neal Gonzales of the State AFL-CIO said hundreds of union members from throughout the state came to Sante Fe to help lobby against the bill.

Catholic Archbishop Robert F. Sanchez of Santa Fe was among the clergymen who spoke against the anti-union bill.

Meany Backs Landing Rights For Concorde

The supersonic Concorde jet should be allowed to land at New York's Kennedy International Airport, AFL-CIO President George Meany said.

The Concorde, developed jointly by Britain and France, now has limited landing rights at Dulles International Airport, which serves the Washington, D.C., area. Meany said no environmental problems have developed severe enough to justify refusal of similar landing rights at the Kennedy Airport.

Even though the United States decided not to build its own supersonic jet transport, there is no cause to prevent other nations from trying to establish the economic feasibility of the aircraft, Meany said.

"In this regard," he added, "the AFL-CIO expresses its concern and support for the legitimate interests of the working people of France and England whose jobs and well-being depend upon the production, operation and maintenance of the Concorde."

Steps Urged To Close Gap In Textile Pay

Columbia, S.C.—The Clothing & Textile Workers called for an end to the double wage standard that currently exists between southern textile workers and other factory workers.

"Substandard pay and fringe benefits will not be tolerated any longer by southern textile workers," some 150 ACTWU representatives from the Carolinas, Georgia, Alabama, Tennessee, and Virginia declared in a resolution adopted at the union's regional wage conference here.

The resolution, passed unanimously, called for action to close the 30 percent gap between wages earned by southern textile workers and the average pay of employees in other manufacturing industries. This "unjustifiable gap . . . keeps widening," the resolution pointed out.

In June 1974, southern textile workers averaged $3.10 an hour, or $1.10 less than the national straight-time factory average of $4.20, the resolution noted. By December 1976, that disparity had grown to $1.55 an hour because the national factory average had reached $5.20 compared to $3.65 for southern textile workers, the union observed.

It is time that employers faced up to their obligation to their workers, the ACTWU resolution declared, adding that "there is no question that the textile industry has the ability to pay."

Net profits of major textile companies rose 198 percent in the first nine months over the same period of 1975 and all signs indicate another good year in 1977, the resolution observed. It added:

"The majority of American workers enjoy a decent standard of living because they are paid a fair wage. But southern textile workers are forced to try to make ends meet at near-poverty level conditions."

In addition to higher wages, southern textile workers want no less than those fringe benefits that are available to most other workers, including comprehensive employer-paid insurance for workers and their dependents, adequate pension plans, and improved vacation and holiday schedules, the resolution declared.

Teamsters Agree to Withdraw:

Jurisdiction Pact Concedes Field Work to Farm Union

(Continued from Page 1)

vez noted, "each affiliate of the AFL-CIO exhibited its solidarity with the Farm Workers." Without that support, "we would have perished long ago."

Agreement by the Teamsters to withdraw from the fields testifies to the "courage and sacrifices" of the workers who stayed with the UFW, Chavez said. "But it is also a tribute to your leadership and unselfish assistance for our union cause," he wrote Meany. "This victory belongs to you as well as to the Farm Workers," he said.

"We take pride in our affiliation and solidarity," the letter concluded.

The five-year jurisdiction agreement is with the 13-state Western Conference of Teamsters, and does not cover other parts of the nation. But it specifies that after two years, "good faith negotiations" will be held to seek a nationwide agreement along similar lines.

Signatories to the pact were Chavez and UFW Counsel Jerome Cohen for the Farm Workers, and Western Conference Director M. E. Anderson and Attorney Jack Ormes for the Teamsters.

At a news conference following the signing, Chavez told reporters the UFW is "extremely satisfied" with the settlement.

"It means that we no longer have to waste resources, time and energy fighting each other. We can now focus on bringing the message of unionization to the workers and, if necessary, fighting the growers."

Employer reaction was mixed, according to newspaper reports. While one grower attorney welcomed the prospect of greater "stability" in labor-management relations, some hard-line employers were quoted in pointed reminders that the UFW still has to win elections and negotiate contracts in fields where the Teamsters are withdrawing.

The California Agricultural Labor Relations Board, established by a 1975 law but dormant part of the time because of lack of funds, has conducted elections covering bargaining rights for about 50,000 workers. At latest count, the UFW had won 198 and the Teamsters 115, with some units in dispute.

The agreement commits the Teamsters to withdraw from any election proceedings and to disclaim any interest in representing the employees involved.

In rare cases where the Teamsters have an agreement in the UFW's jurisdiction that was originally negotiated before 1970, the parties will confer on steps to be taken, including the possibility of joint representation of the workers for the time being.

All disputes over implementation of the inter-union agreement will be submitted to arbitration, with each party naming one member of the arbitration board and the two so designated choosing the third arbitrator.

The inter-union conflict erupted after the Farm Workers had won their battle a decade ago to organize the California grape growers and had scored initial success in the lettuce fields of the Salinas Valley.

To keep out the UFW, lettuce growers signed long-term agreements with the Teamsters, and a number of grape growers followed the same path when their UFW contracts expired. At that time, neither federal nor state law protected the rights of farm workers to organize and to vote in neutral zones for the union of their choice.

At various times, the Teamsters appeared to agree to cede field worker jurisdiction to the Farm Workers, but the hopes raised soon faded. Thus in 1973, after the federation raised $1.6 million for the Farm Workers through a special assessment, an "agreement in principle" to end the conflict was announced by Meany and Teamsters President Frank Fitzsimmons. But the IBT backed off and the dispute resumed, with federation unions continuing to support the boycott of lettuce and table grapes not carrying the UFW label.

Enactment of the California farm law brought the conflict under a set of ground rules for the first time, although there continued to be sharp disputes over such issues as the right of UFW organizers to have access to the fields during a representation election campaign.

After a few false starts last year, representatives of the two unions entered into talks that led to the agreement.

The settlement was hailed by the Bishops Committee on Farm Labor in a statement by Bishop Joseph F. Donnelly and Msgr. George G. Higgins. It promised the cooperation of the Bishops Committee to help "bring justice to the workers."

A statement by Executive Sec.-Treas. John F. Henning of the California AFL-CIO termed the agreement "the best news the California labor movement has had since enactment of the state farm labor law."

DEFENSIVE LINEMAN of the year award is presented to Wally Chambers of the Chicago Bears by President Floyd E. Smith of the Machinists at the National Football League Players Association annual banquet in Washington. Officials from more than a dozen other AFL-CIO unions and departments also made awards presentations to NFL stars on hand to celebrate the NFLPA's landmark five-year contract settlement with club owners.

Marshall Hits 'Neglect' Of Job Safety, Health

(Continued from Page 1)

operation of labor, business and the news media.

A continuing shortage of technical staff also added to OSHA's difficulties in determining long-range health hazards caused by chemicals and toxic substances, Marshall said.

As a result, OSHA standing with the public plummeted and its policies were the target of small business groups and others.

"Labor unions and public interest groups have attacked OSHA for its slow pace of regulation, for the inadequacy of its enforcement efforts and for its inability to prevent such disasters as the kepone tragedy in Hopewell, Va.," Marshall noted.

"There is much validity to many of these charges."

In developing a strategy to change the course of OSHA, Marshall pledged to consult closely with labor, business and the public.

"All of us benefit if we can make America's workplaces as safe and healthful as possible," he declared in calling for broad cooperation to overcome OSHA's problems.

Marshall said there are hundreds of dedicated people within OSHA who are working to improve safety and health conditions in the nation's workplaces. "They believe in the program and want it to work as effectively as possible."

One immediate goal high on Marshall's list is to bring the federal sector into compliance with the safety law provisions.

The Secretary said he was "shocked and distressed" at internal reports showing that the Dept. of Labor and even OSHA itself have failed to comply fully with the provisions of the law.

Because of the uncovered deficiencies, Marshall questioned whether federal agencies in the field are properly protecting the safety and health of government workers across the country.

"In releasing these reports, we are demonstrating our commitment to make the federal government live up to the same standards that we are demanding from the private sector," Marshall said.

Under Executive Order 11807, OSHA is responsible for evaluating all federal agency safety and health programs. Agency heads are required under these directives to establish and maintain effective programs protecting their workers. And OSHA is responsible for self-inspecting its own facilities for compliance with safety and health standards.

Noting that there was only "nominal progress" in complying with the law in the past year, Marshall said that violations are now in the process of being corrected. During a recent self-inspection of the OSHA headquarters, compliance officers found one serious violation and 15 "other-than serious" violations.

The internal OSHA report, Marshall said, made him more sensitive to the perspective both workers and employers have of the safety agency.

Tougher Curbs Sought On Unethical Physicians

The AFL-CIO urged tougher restrictions on unethical conduct by doctors treating Medicare and Medicaid patients, but stressed that the prime cause of excessive medical costs is the inefficiency of the present fee-for-service health care system.

Social Security Director Bert Seidman, in statements to two House subcommittees dealing with Medicare-Medicaid abuse, said a proposal to require doctors to disclose conflict-of-interest transactions doesn't go far enough.

"Many physicians have invested in proprietary hospitals and nursing homes in which they admit their own patients," Seidman noted. "They invest in medical laboratories to which they send their specimens. Some even buy generic drugs, repackage them under a private trade name and then prescribe their own trade name drug to their patients at substantially higher cost."

Seidman said the AFL-CIO believes that "such conflict of interest transactions should be prohibited and not just disclosed."

He told the House panels that the AFL-CIO does not support proposals for criminal penalties against individuals who obtain Medicaid treatment which they need but for which they don't qualify under the means test imposed.

Health care, he said, should be a right and not a privilege. Enactment of the Corman-Kennedy Health Security bill would accomplish this under a system that would virtually eliminate the likelihood of fraud, Seidman said.

On the legislation before the committee, he endorsed federal access to the records of providers of Medicaid services but opposed strengthening "the monopoly power of the medical profession" by giving more authority to professional organizations.

Seidman expressed support for a proposal to bar further participation in the Medicare and Medicaid program to practitioners who are convicted of criminal fraud. He said the penalty should be strengthened to include suspension of an offender's license to practice medicine.

'Stereotyping' Termed Unfair to Handicapped

Atlanta—Society's stereotyping of certain groups of people is a difficult stigma for the handicapped to overcome when they are trying to find a decent job, President Kenneth T. Blaylock of the Government Employees told 200 labor and management representatives here.

In a keynote address to a southeastern regional conference on the handicapped, Blaylock said that stereotyping is forcing almost 11 million handicapped Americans to live non-productive, non-contributing lives.

"Society seems to view them as 'damaged' people, not quite as good as the rest; not quite as competent; not quite as able; deserving our pity, rather than our respect," he observed.

The Atlanta conference was the third in a series of four regional labor-industry meetings leading up to the White House Conference on Handicapped Individuals, which opens May 23 in Washington.

Dr. Henry Viscardi, Jr., chairman of the upcoming White House Conference, praised the efforts of labor and management in working to change conditions for the handicapped.

No special privileges are being asked for the retarded, the mentally restored and the physically handicapped—only equality and fairness, Dr. Viscardi said.

A. Dean Swift, president of Sears, Roebuck & Co., agreed in his address to the conference. Swift, who is co-vice chairman of the industry-labor council with President Charles H. Pillard of the International Brotherhood of Electrical Workers, said programs for the handicapped would benefit labor, business and all of society.

"The disabled alone should not shoulder the burden of attempting to erase discriminatory practices," Swift stressed.

AFL-CIO President George Meany is co-chairman of the industry-labor council.

Direct Election Backers Seek Carter Support

A coalition of organizations that includes both the AFL-CIO and the Chamber of Commerce has urged President Carter to support a constitutional amendment to provide for the direct election of the President and Vice President.

The joint letter to Carter was signed by the presidents of six organizations that have endorsed the constitutional amendment proposed by Sen. Birch Bayh (D-Ind.) to abolish the Electoral College and elect the presidential slate with the most popular votes.

"We consider this long-needed reform to be a matter of considerable importance," the letter said. It noted that a Gallup poll this year showed five-to-one support for such a constitutional amendment.

Signing the letter, in addition to AFL-CIO President George Meany, were Presidents Justin A. Stanley of the American Bar Association; Richard L. Lesher, Chamber of Commerce; David Cohen, Common Cause; Ruth C. Clusen, League of Women Voters, and Leonard Woodcock, United Auto Workers.

"We hope you will join us and the vast majority of all Americans in support of prompt adoption of this amendment," they wrote Carter.

In Line with Labor Proposals:

Carter Submits Broad Plan To Expand Jobs for Youth

President Carter invoked the spirit of Franklin D. Roosevelt's New Deal in announcing plans for a major expansion of job and training programs for unemployed youth.

Carter's message to Congress and his opening remarks at a news conference stressed the "extraordinarily high unemployment rate among young people." An estimated 3.4 million persons between 16 and 24 are out of work, accounting for nearly half of the nation's total unemployment.

The President proposed an assortment of new and expanded programs designed to provide an additional 243,000 work opportunities for young people over the next 18 months. He concluded his message to Congress with a quote from President Roosevelt's 1933 proposal to establish the Civilian Conservation Corps.

Roosevelt said establishing the CCC "is not a panacea for all the unemployment, but it is an essential step." Carter said his program, which includes a new agency patterned after the CCC, is also submitted "in that spirit."

Part of the President's program, including a doubling of the Jobs Corps from its present level of 40,000 trainees, has already been authorized and financed. Other segments are included in portions of the President's economic stimulus program that have been earmarked for youth employment. Carter said he will ask Congress to add a new section to the Comprehensive Employment & Training Act (CETA) incorporating the new youth programs.

The thrust of the President's program was clearly in line with an AFL-CIO Executive Council resolution calling for a significant increase in youth training and job programs. The council statement pledged the AFL-CIO to work with the Secretary of Labor to shape the new programs and cautioned that they should not result in loss of jobs or job opportunities for adult workers.

In addition to the doubling of the Job Corps, Carter's message called for:

- A National Youth Conservation Corps, to be administered by the Dept. of Labor under agreements with the Agriculture and Interior Depts.

Carter said this program, similar to the CCC of the New Deal, "would employ young Americans aged 16 to 24 in conservation programs and in the maintenance and improvement of public parks, forests and recreation areas." It would be budgeted for 35,000 jobs.

- A localized, non-residential program of Youth Community Conservation & Improvement Projects to employ jobless youths aged 16-to-19 in supervised projects to improve neighborhoods and communities. Funds would also be available for supplies and equipment, such as material needed to winterize homes. The Dept. of Labor would have to approve applications for projects and would assure adherence to labor standards. Carter put the job goal at 30,000.

- A major new component of the CETA system, to be called Comprehensive Youth Employment & Training Programs, aimed at helping "disadvantaged or low-income Americans between the ages of 16 and 21 who are out of school and out of work."

This would involve, Carter said, $900 million above present CETA expenditures in order to create 138,000 job and training slots for youth.

About half the money would be allocated to the states and large cities on a formula keyed to the unemployment and poverty rates in each area. The remainder would be used by the Secretary of Labor "to encourage innovative and experimental programs."

Carter put the overall price tag of his proposals at $1.5 billion, including both funds for the balance of the present fiscal year that are contained in pending appropriations bills and his proposed budget for the 1978 fiscal year, that starts next October.

The AFL-CIO Executive Council, in its Feb. 28 statement, urged a $2 billion program which would also include additional funds for summer jobs and apprentice-oriented training.

House Approves Funds For Economic Stimulus

(Continued from Page 1)

must be resolved in conference before the measure can be cleared for the President's signature.

The Senate, which approved its version Mar. 10 by a 74-11 vote, adopted an allocation formula that would give a bigger share of the funds to the states with the most severe unemployment rates, an action that channels more jobs into the Northeast.

It also wrote into the bill a rebuff to President Carter's announced intent to hold up 19 water control projects previously approved by Congress pending further White House review. The language rejecting such delay as "government by executive" was inserted by a 65-24 vote.

In the economic stimulus funding approved by the House, about $8 billion would go for public service jobs in both the current 1977 fiscal year and the 1978 fiscal year that starts next Oct. 1.

The expansion timetable calls for a rise from the present level of 310,000 city and state jobs financed by federal public service funds to 600,000 by next September and to 725,000 in fiscal 1978.

The money also includes $1 billion for various youth training programs that the President outlined in his recent message to Congress.

Funds added by floor amendments in the House include $300 million to reimburse communities that went ahead with construction of waste treatment plants without waiting for promised federal grants, an additional $245 million for various railroad and related highway programs, including such items as safety devices at crossings, and $163 million to replenish funds for a short-term public works program that is triggered when unemployment nationally is 7 percent.

Representatives Edward P. Boland (D-Mass.), John J. McFall (D-Calif.), and John Slack (D-W. Va.) were sponsors of the successful add-on amendments.

The appropriations bill marks the third and final step in the congressional funding procedure. It follows adoption of a higher budget ceiling and legislation authorizing additional funds.

Job-Site Picketing Bill Wins Committee Okay

(Continued from Page 1)

subcontractors working on the same job may picket the common construction site.

The problem usually arises when a contractor tries to use a non-union subcontractor to hold down costs or as a stage in a planned switch to a non-union operation.

A 1951 Supreme Court decision took the view that any picketing that affected other employers working on the site would be an illegal secondary boycott—a position that unions contend ignores the realities of the construction industry.

Both Democratic and Republican presidents have agreed with the union position and the effort to pass a common situs picketing bill has over the years had substantial bipartisan support. But when the 94th Congress did pass a Ford-endorsed bill, the right-wing Republican pressure on the President was so intense that he admittedly broke his word, and Labor Sec. John T. Dunlop resigned as a result.

The House committee agreed to include in the bill provisions of the vetoed measure that Carter had requested. In addition to the collective bargaining procedure, it would also exempt small residential building operations and restrict picketing at a site connected or adjacent to an industrial plant to gates used by construction workers.

The collective bargaining section of the bill is designed largely to give national unions and contractor associations an opportunity to seek to resolve a local dispute before a strike takes place. It was drafted by Dunlop in consultation with both union and employer groups, and Georgine told the Senate panel that he supports it.

He stressed that it involves a mediation procedure, but does not involve either wage controls or compulsory arbitration. Further, that portion of the bill would expire in five years, thus assuring an opportunity to evaluate its effectiveness.

'Hey, I've Got a Program for You!'

1,000 Honor Humphrey For Service to Nation

By James M. Shevis

Hubert H. Humphrey, whose causes over more than three decades of public service have paralleled those of organized labor, was hailed at a dinner in his honor as "the dominant figure for constructive change since World War II."

At 65 and still going strong, the former Vice President has "an unceasing optimism, an unwavering faith in this country and its people, and a complete commitment to making this a better world," AFL-CIO President George Meany said in remarks prepared for the event. Unable to attend because of a minor ailment, Meany described Sen. Humphrey as "a dear friend and one of the greatest senators in American history."

The dinner brought together 1,000 or more persons to pay tribute to Humphrey for his achievements in the fields of civil rights, foreign policy, health, education, economics, and world peace. Sponsored by the National Committee for Full Employment, the dinner took special note of the Minnesota Democrat's efforts to put the American economy on a full-employment basis.

Humphrey's agenda is labor's agenda, Meany observed. "It is the agenda of every individual and organization who believes in utilizing our government for the good that it can do for the American people and for the world," he said.

"And it starts with full employment—a job for every American able and seeking work. Unemployment is waste—a waste of human and economic resources that creates massive social problems—an intolerable waste."

President Murray H. Finley of the Clothing & Textile Workers, who co-chairs the National Committee for Full Employment with Mrs. Coretta Scott King, said that Humphrey was honored not just for his past achievements but "for the leadership he is giving us now on what we consider the most crucial issue of our time."

The committee is an educational and research organization formed in 1974 to develop programs to help create a national policy of full employment. Humphrey and Rep. Augustus F. Hawkins (D-Calif.) are congressional cosponsors of a bill to achieve that goal.

Also paying tribute to Humphrey in brief remarks were Vice President Walter F. Mondale, AFL-CIO Sec.-Treas. Lane Kirkland, Dr. Jonas Salk, former New York Gov. Averell Harriman, Lynda Bird Robb, Gov. Milton Shapp of Pennsylvania, former Peace Corps Director Sargent Shriver, Mrs. King, Newark Mayor Kenneth Gibson, Sen. Edmund Muskie, and Hubert H. Humphrey, III. Rep. Morris K. Udall (D-Ariz.) was toastmaster.

President Carter sent a letter to Humphrey saying "there is no limit to the debt our nation owes you for your enduring achievements." Carter, who was in Clinton, Mass., on his first "Meet the People" tour, wrote:

"As one of the earliest and boldest champions of the civil rights movement you can take deep satisfaction in the knowledge that you have helped shape our society in the image of those who conceived it."

Kirkland described Humphrey as "a towering figure of our time" who "has been a potent and indispensable ally of everything we've tried to do for our members and, more broadly, for the nation."

Mondale, a protege of Humphrey, said that "if it hadn't been for his friendship and leadership I'd never have been (Minnesota) attorney general, a United States senator or Vice President of the United States." He spoke of Humphrey's warmth and compassion for people, especially the needy.

Harriman, a New Deal leader, governor of New York and once U.S. ambassador to the Soviet Union, recalled meeting Humphrey for the first time at the AFL convention in Cincinnati in 1948. He described Humphrey as "one of the truly great Americans of our time," who has "a vision of a world of peace free of the danger and threat of nuclear disaster."

Humphrey was overcome by the tribute but not at a loss for words.

"I suppose all I should say is 'thank you, thank you, thank you' and sit down," he said. "But you know me better than that. I have a thousand ways to say 'thank you'."

Warning of the peril facing the country as a result of millions of unemployed workers with nothing to do, he said that "we have built within us the time bomb for our own destruction." Pledging to continue the struggle for full employment, Humphrey declared:

"The indignity of unemployment, the injustice and cruelty of it, is something that we ought not even contemplate to endure."

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Anti-Union Campaign Beats Situs Bill

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Rightwing Drive Wins House Vote

By David L. Perlman

The House bowed to a massive pressure campaign by anti-union employers and defeated a construction site picketing bill almost identical to the measure that Congress passed 15 months ago. President Ford's veto prevented it from becoming law then.

The 217-205 vote marked the resurgence of a coalition of Republicans and conservative Democrats that many had thought was buried in the Democratic election sweep last fall. Its obituary notice proved premature.

Eighty-eight Democrats joined 129 Republicans to kill the bill that the AFL-CIO Building & Construction Trades Dept. had labeled its top legislative goal this year. And although the bill's supporters accepted a number of Republican-sponsored amendments, on the showdown only a corporal's guard of 14 Republicans joined with 191 Democrats to vote for a measure that in the past has had substantial bipartisan support.

President Robert A. Georgine, speaking for the Building & Construction Trades Dept., expressed deep disappointment but pledged that the effort to obtain "equal treatment for construction workers" will continue.

He thanked the members of Congress who supported the union's position, and declared: "We shall try to increase their number by reasoned discussion and political action."

Labor Sec. Ray Marshall termed the House's rejection of the measure a victory for anti-union forces. He ascribed the defeat of the bill to a "well-organized campaign which seems to me to have been motivated more by an anti-union animus than by the importance of the issue involved."

The legislation the House rejected would have substituted a common sense view of contractor-subcontractor relationships for an assumption the Supreme Court made in a 1951 decision.

The court ruled that it would be an illegal secondary boycott if a union having a dispute with an electrical subcontractor picketed the site where the various crafts work side by side on the same job.

(Continued on Page 7)

Labor Hits White House On 'Shameful' Wage Plan

UNION-BACKED CAMPAIGN for legislation to assure equal rights for pregnant women workers under disability benefit and sick pay plans is launched at a Capitol Hill news conference. Sen. Harrison A. Williams, Jr. (D-N.J.) described the measure. Seated at far left is President David J. Fitzmaurice of the Electrical, Radio & Machine Workers. Next to him is Ruth Weyand, IUE attorney and co-head of a coalition of organizations supporting the measure.

$2.50 Level Below Line For Poverty

By James M. Shevis

The Administration's proposed $2.50 hourly minimum wage is "shameful" and "a bitter disappointment" to everyone who looked to the Carter presidency for economic justice for the poor, AFL-CIO President George Meany declared.

The proposal, unveiled by Labor Sec. Ray Marshall at hearings of the House Labor Standards subcommittee, is 38 cents an hour below the nation's poverty level and 33 cents an hour below that needed just to maintain the 1974 buying power of the minimum-wage worker—"buying power that is essential to economic recovery," Meany observed.

Furthermore, he charged, the indexing formula of 50 percent of average factory pay suggested by the Administration to keep pace with rising living costs "would guarantee that the nation's minimum-wage workers will be permanently locked into poverty."

The current federal minimum wage of $2.30 an hour was set by Congress in 1974. The AFL-CIO has pressed Congress to raise this to at least $3 an hour and provide automatic adjustments each year to maintain the wage floor at 60 percent of the average factory worker's hourly earnings.

The Administration minimum-wage proposal generally drew the praise of the subcommittee's Republican members, but Democratic members were sharply and unanimously critical.

(Continued on Page 8)

Carter Backs Direct Election:

Registration at Polls Keys Reform Move

Election reform measures long sought by unions and good government groups were proposed to Congress by President Carter and Vice President Mondale.

The chief ingredients of the Administration proposal are:

- A federal voter registration law that would knock down most barriers to voting and allow citizens to register at the polls on Election Day if they haven't previously signed up.
- A constitutional amendment abolishing the electoral vote system and providing for direct election of the President and Vice President.
- Public financing of congressional campaigns, modeled on the system first used last year to finance presidential elections and primaries.
- Revision of the Hatch Act so that federal employees not in designated sensitive jobs can freely participate in political activity, coupled with strong safeguards against pressure on employees to do so.

Carter told Congress that the legislative proposals were developed jointly with the Vice President "in order to meet our commitment to the American people to work toward an electoral process which is open to the participation of all our citizens."

Al Barkan, director of the AFL-CIO's Committee on Political Education, welcomed the strong Administration endorsement of proposals that have had union support.

At its most recent meeting, the AFL-CIO Executive Council strongly urged "a federal universal voter registration law that will per-

(Continued on Page 6)

House Votes Extension of Jobless Aid

The House approved a partial extension of federal supplemental benefits for the long-term unemployed and the AFL-CIO pressed for Senate action before the existing program expires on Mar. 31.

As passed by the House, the legislation is a compromise. It would reduce the maximum duration of jobless benefits in states with the highest unemployment rates from 65 to 52 weeks. But it would enable more workers to obtain them.

The pending legislation does not change the two permanent features of the unemployment compensation

(Continued on Page 2)

More Funds for Jobs Sought in '78 Budget

The AFL-CIO asked Congress to speed economic recovery by budgeting more money for public works and public service jobs in the fiscal year that starts next October.

Congress raised this year's budget ceiling after President Carter took office to allow for the economic stimulus program that has passed the House and is scheduled for early action by the Senate. Meanwhile its budget committees are drawing up preliminary recommendations for the 1978 fiscal year.

AFL-CIO Legislative Director Andrew J. Biemiller urged a task force of the House Budget Committee to set a higher ceiling than the Administration proposed so that unemployment can be brought down more rapidly.

Carter's budget recommendations are "a significant improvement over the unrealistic Ford Administration proposals," Biemiller testified. But "much more needs to be done."

He urged that the budget authority for job-creating public works projects be raised an additional $6 billion in next year's budget—on top of the $4 billion added in the changes made this year.

Biemiller also called for an additional $1.5 billion over present levels for public service jobs. That would allow the program to add 275,000 more jobs than the Administration has budgeted—a total of 1,000,000 job slots.

Under the Administration's timetable, Biemiller noted, unemploy-

(Continued on Page 7)

'Right-to-Work' Drive Blocked in Two States

Boise, Ida.—The National Right to Work Committee ended up with a double loss in its efforts to pressure the Idaho and New Mexico legislatures into enacting so-called right-to-work laws, despite spending more than $200,000 on a media and advertising blitz.

In full-page advertisements in newspapers across the country, the R-T-W Committee predicted passage of open shop laws in one or both states and solicited funds for the blitz. The national committee directed the efforts in both states, sending in out-of-state "public relations professionals and pollsters." But its efforts went for naught.

The stumbling block in Idaho was the State Senate's insistence on an amendment extending the "right-to-work" principle to state agricultural commissions which assess farmers for promotional and research activities for specific commodities.

The Senate amendment, which the House refused to accept, would have prevented the commodity commissions from making the assess-

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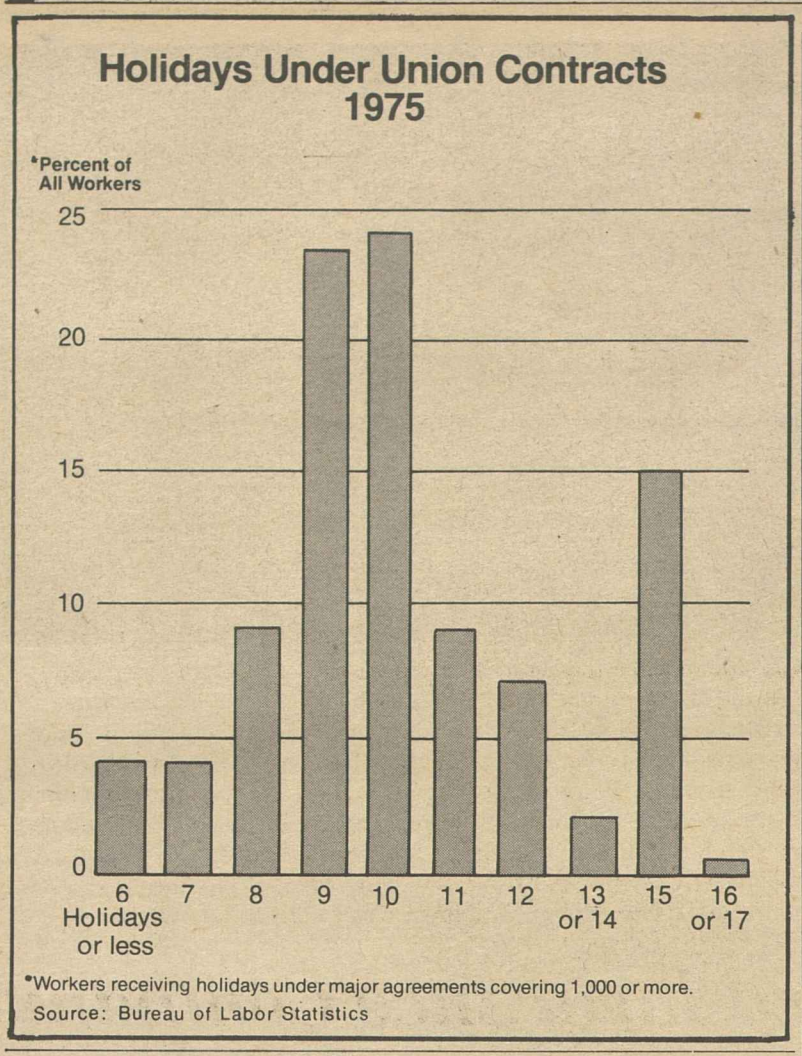

More Leisure Time:

Contracts Show Continued Gain in Vacations, Holidays

Paid vacations and holidays have been on the increase over the past 30 years as workers placed higher priority on leisure time in their collective bargaining goals. It's a part of the changing economic and social patterns and efforts to improve the quality of life, John Zalusky writes in the American Federationist magazine.

At the turn of the century, Zalusky notes that vacations were normally restricted to salaried workers in the professional and white-collar occupations.

Production workers in the blue-collar occupations were often not included in vacation plans because their unions concentrated on bargaining for a living wage or reducing the long workday.

Zalusky, an economist with the AFL-CIO Dept. of Research, cites an up-and-down swing in vacation patterns during past decades—with vacation time increasing during the 1920s, losing much ground in the depression of the '30s, and then making a comeback during World War II and the post-war years.

In recent years, Zalusky observes, "the union contract has virtually wiped out the distinction in vacation treatment between salaried employees and hourly wage earners."

Although vacations are almost universal among workers under union contracts, there is a wide variation in the amount of paid time off and in the way it is calculated, the author points out.

He cites three basic types of vacation plans:

- Graduated plan, which increases the amount of vacation time with the number of years of service, was used in 80 percent of the major contracts in 1975.
- Ratio of work plan, relating vacation time to the amount of time worked during the year, was used in only 4 percent of major agreements.
- Uniform plans, which give all workers the same amount of vacation, were used in less than 1 percent of major agreements.

Using the World War II years as a benchmark, Zalusky notes that the standard graduated vacation plan in the '40s called for one week of vacation after one year of service and two weeks after five years.

While this basic standard is still used today, additional weeks of vacation are now widely accepted for longer service, Zalusky notes in the AFL-CIO magazine.

Recent studies by the Bureau of Labor Statistics show that while most major contracts provide for two weeks vacation after one year, others give three and four weeks after the first year.

Agreements covering 13 percent of the workers under major union contracts call for vacations of six weeks or more for those with 20, 25 and 30 years on the job, Zalusky observes.

"Thus, six weeks of paid vacation—an impossible dream 30 years ago—is today expected by more than 500,000 workers, and the trend in major agreements is is toward even more improvements."

In 1972, BLS found that 50 percent provided four weeks or more of vacation. By 1975, 50 percent of the larger contracts call for five weeks or more.

Zalusky cites as examples contracts of the Steelworkers and Oil, Chemical & Atomic Workers which provide seven weeks vacation after 20 years service. The Woodworkers have an agreement providing seven weeks after 25 years and the Rubber Workers have one with seven weeks after 30 years.

The Transport Workers signed an agreement last year with Trans World Airlines providing six weeks of vacation for flight attendants with eight years of seniority and nine weeks after 25 years.

Another breakthrough in vacation patterns is the "sabbatical leave" plan which the Steelworkers helped pioneer. About 7 percent of the workforce now has extended vacation plans, the BLS found.

The extended vacation plan the USWA negotiated with the basic steel industry in 1962 is unique in its application to separate employment situations, Zalusky points out.

"It is not based exclusively on years of service, but provides that the senior half of the workforce is entitled to 13 weeks every five years," he notes. "Thus in an older plant a worker might need 20 years to get into the senior half, while in a newer plant it might require only 10 years service."

Another innovation is the application of vacation bonuses, where workers receive an additional payment beyond their regular vacation pay. This concept is still relatively rare in the United States, Zalusky observes.

The number of paid holidays has increased steadily in the past two decades, particularly for manufacturing workers who are more unionized.

In 1960-61, the Labor Dept. reported that plant workers received seven paid holidays a year compared with an average of 7.8 for office workers. The gap was closed later in the 1960s, and in 1974, production workers in manufacturing averaged 9.1 holidays to 8.9 for office workers.

Zalusky points out that unionized workers fare far better than non-union workers in terms of longer vacations and more paid holidays, since union employers spend over 50 percent more for paid leave time than do non-union employers.

NLRB Seeks Injunction To Halt Stevens' Tactics

Raleigh, N.C.—The National Labor Relations Board is seeking an injunction in federal court here ordering the J. P. Stevens Co. to cease its unfair labor practices and bargain in good faith with the Clothing & Textile Workers.

The NLRB charges that Stevens "has systematically bypassed the union"—certified as exclusive representative for the company's 3,500 Roanoke Rapids employees after an August 1974 election—"by implementing changes in employees' working conditions . . . without bargaining in good faith with the union."

By its "failure to respond to the union's proposals" concerning working conditions and benefits and informing it of proposed changes "for the first time on the day they were being announced and/or implemented in (the company's) non-union plants," Stevens has been "effectively depriving the union of an opportunity to engage in meaningful bargaining," for its members, the petition declares.

In effect, the NLRB charges, Stevens has repeatedly and "in bad faith, offered the union the 'Hobson's choice' of either agreeing to the announcement of identical benefits . . . at Roanoke Rapids or of rejecting such benefits for those employees."

Changes cited in the suit on which the company ignored union proposals and acted unilaterally involved a minimal improvement in the Profit Sharing Security and Retirement Plan, two "unspecified" wage increases, and "unspecified" improvements in the group insurance program.

"Although (Stevens) agreed to meet with the union, ostensibly to bargain in good faith with respect to each such changed benefit," the suit charges, it presented the changes to the union as accomplished facts "so that any subsequent negotiations" on them or on additional benefits "would be, and in fact were, futile."

The Clothing & Textile Workers Union has mounted a nationwide consumer boycott against the Stevens company strongly supported by the AFL-CIO.

The boycott, announced last summer following merger of the Textile Workers and the Clothing Workes into ACTWU, urges all union members and their families to refrain from purchasing Stevens products. The firm makes a variety of goods, including sheets, tablecloths, and carpeting sold under many different brandnames.

Since 1963 J. P. Stevens has been found guilty by the NLRB 15 times for illegal firings, coercion of employees, bad faith bargaining and other violations of the labor law, and judged guilty of contempt three times by U.S. Courts of Appeal.

Rites Held for Slain Nevada Union Leader

Las Vegas, Nev.—Memorial services were held here Mar. 21 for Al Bramlet, president of the Nevada AFL-CIO and secretary-treasurer of Culinary Workers Local 226. He was 60.

Bramlet's body was found in a makeshift grave 45 miles southwest of Las Vegas on Mar. 18. Authorities said that he died of multiple gunshot wounds.

Bramlet had been missing since Feb. 24 after returning on a flight from Reno where he was participating in a union organizing campaign. He had called his daughter, Christie, from the airport that he would be home shortly. He never arrived.

Bramlet had been active in the Hotel & Restaurant Employees union in San Francisco before coming to Las Vegas. He joined Local 226 as a business agent in 1946, and was largely responsible for expanding its membership to 22,000 members, the largest local in Nevada. Bramlet had served as secretary-treasurer, the top executive post in the local, since 1953. He also had headed the State AFL-CIO since the early 1960s.

A year ago, Bramlet spearheaded Local 226 negotiations in winning new four-year agreements providing for wage and benefit gains amounting to more than 35 percent. Settlement came after a two-week strike against 15 resort hotels on the Las Vegas "strip." Agreement was reached with 10 downtown casino hotels without a strike.

House Approves Partial Extension Of Supplemental Jobless Benefits

(Continued from Page 1)

law—regular state benefits, usually for a maximum of 26 weeks, and up to 13 weeks of extended benefits financed jointly from state and federal unemployment insurance funds.

To this 39-week maximum, the expiring FSB law added 13 weeks of additional payments in states with an insured unemployment rate of between 5 and 6 percent. A further 13 weeks is allowed if the insured unemployment rate is over 6 percent, making 65 weeks in all. When the unemployment rate is 6 percent among persons covered by unemployment insurance it is approximately 7 percent among all persons in the labor market, which is the definition of unemployment used by the Bureau of Labor Statistics.

The House-passed bill continues for another year the additional 13 weeks available to persons in states with an insured jobless rate of at least 5 percent. But it drops the further extension for states with over 6 percent insured unemployment.

On the plus side, the legislation allows federal supplemental benefits to be paid in metropolitan areas that have over 5 percent insured unemployment, even if the state as a whole does not have a jobless rate high enough to "trigger" the FSB program. That would allow up to 52 weeks of benefits to be paid to many workers who would be cut off after 39 weeks under present law.

The House bill also includes a tough work suitability clause which the AFL-CIO has urged the Senate to eliminate or modify.

When a worker becomes eligible for FSB payments after having used up his 39 weeks of regular and extended benefits, the state agency would be called on to determine whether there remains a realistic chance of obtaining a job at his customary occupation or one of comparable skill and pay. If not, the applicant would be expected to take a lesser-paid job if available, provided it is listed with the state employment service and pays not less than the higher of 120 percent of the minimum wage or 120 percent of his weekly unemployment compensation plus any SUB payments he may be getting from his previous employment.

Testifying before the Senate Finance Committee, AFL-CIO Legislative Rep. Robert McGlotten expressed concern that such a provision would result in arbitrary actions cutting off benefits for workers still actively seeking employment in fields where they are qualified.

If the provision isn't eliminated entirely, McGlotten urged, it should at least include safeguards against being forced to accept jobs involving health and safety risks and should recognize such institutions as union-management hiring halls as evidence of an active search for work.

McGlotten, who was accompanied by James R. O'Brien of the AFL-CIO Dept. of Social Security, urged the committee to establish a national trigger of 5 percent insured unemployment.

"Workers who are jobless should be treated equitably," he said, and "the present state trigger devices that permit different treatment of jobless workers should be replaced with a national trigger."

But if this is not done, McGlotten said, the local labor market trigger in the House bill should be retained "as a minimum."

The AFL-CIO also endorsed a section of the House bill that would finance the FSB program out of general revenues and urged that states be excused from repaying to the Unemployment Compensation Trust Fund money borrowed to pay past benefits under the FSB program.

At OSHA Hearing:

Lead Dust Proposal Branded Inadequate

Exposure limits on lead dust in the workplace must be reduced far below the level the government is proposing if workers are to be adequately protected from the threat of lead poisoning, the AFL-CIO warned at Occupational Safety & Health Administration hearings.

OSHA is proposing a reduction in airborne dust on the job from 200 micrograms per cubic meter of air to 100 micrograms over an eight-hour period. This would supposedly relate to a lead blood level in workers of 40 to 60 micrograms per 100 grams of blood, the agency contends.

But even this reduction is not enough to provide a needed margin of safety, Dr. Samuel S. Epstein told the hearing panel. Epstein, a clinical pathologist and toxicologist, is an occupational health consultant to the AFL-CIO.

Epstein testified that the assumptions used by OSHA in developing its proposed lead standard are invalid.

The AFL-CIO has called for reducing the lead dust exposure level to 40 micrograms over an eight-hour time-weighted period. This would correspond to a mean blood level of 30 micrograms and a maximum of 40 micrograms, Epstein pointed out.

At this lower level, there would be a two-fold margin of safety against the toxic condition that begins to take effect at blood levels of 60 micrograms, he stressed.

In addition to markedly reducing exposure and blood levels, Epstein said, further research is critically needed to determine the effects lead has on women and children and in pregnancies.

An estimated 1.3 million U.S. workers are exposed to high levels of lead on the job. The highest exposure are at smelter facilities and battery plants, which employ nearly 25,000 workers.

Studies by the National Institute of Occupational Safety & Health also show that significant exposures occur in such jobs as welding, metal burning, painting and printing.

Medical studies over the years have found that lead intoxication and poisoning can cause anemia, kidney disease, nervous system disorders, brain damage, and death.

NIOSH experts at the hearings disclosed findings that lead exposure affects the reproductive organs of men and women and damages human fetuses. Traces of lead have been found in the milk of nursing mothers.

And the danger of lead exposure extends far beyond the workplaces. Lead dust brought home on work clothing has been linked to disorders in workers' families.

Dr. Epstein took issue with the OSHA proposal to allow lead blood levels as high as 60 micrograms. He pointed out that even at this level, there can be significant toxic effects on the human system—particularly among the more susceptible groups.

He stressed that lower limits are needed as an added protection for persons who tend to have a lower resistance to the effects of lead exposure.

Union safety specialists testifying later in the hearings will be asking for stringent atmospheric controls in workplaces and for employers to provide special equipment and hygiene facilities.

Labor organizations taking part in the hearings include the AFL-CIO Industrial Union Dept., the Steelworkers, Machinists, the Oil, Chemical & Atomic Workers, Rubber Workers, Auto Workers, Teamsters and the Coalition of Labor Union Women.

LABOR SEC. RAY MARSHALL administers the oath of office to nine new high-level departmental officers. The Mar. 23 swearing-in ceremony took place at Labor Dept. headquarters in Washington. The appointees are, left to right, Howard D. Samuel, deputy under secretary for international affairs; Arnold H. Packer, assistant secretary for policy, evaluation, and research; Alexis M. Herman, director of the Women's Bureau; Peter Henle, deputy under secretary for economic policy review; Ernest G. Green, assistant secretary for employment and training; Donald Elisburg, assistant secretary for employment standards; Carin A. Clauss, solicitor; Francis X. Burkhardt, assistant secretary for labor-management relations, and Eula Bingham, assistant secretary for occupational safety and health. Under Sec. of Labor Robert J. Brown was sworn in last week.

New Labor Dept. Unit To Advise on Elections

The Labor Dept. has set up a permanent advisory unit to assist major labor organizations in the conduct of union elections.

"The unit will be available to provide technical assistance and even observation by department staff on a continuing basis during the officer nomination and election process," Labor Sec. Ray Marshall said. "When necessary, it will also train local union election officials."

Marshall noted that the Labor Dept. recently provided assistance to the Steelworkers and the Electrical, Radio & Machine Workers in carrying out their elections. Creation of the new election advisory unit will avoid costly reruns of union officer elections challenged under federal law, he said.

As part of the department's Labor-Management Services Administration, the unit will be under Francis X. Burkhardt, former research director of the Painters, who is now assistant secretary for labor-management relations.

Upon request, the unit will give advice to union representatives on the details of nominations and elections, pointing out potential problem areas in the union's internal election process before they become full-scale difficulties.

"The small unit will save a great deal of money for the nation's union members and other taxpayers," Marshall said.

"Experience shows that the investigation, resulting legal action and supervision of a new election of international union officers can require millions of dollars in spending by the labor organization and the department."

In a separate announcement, Marshall said he has hired the Washington consulting firm of Ruttenberg, Friedman, Kilgallon, Gutchess & Associates to represent the department in its stalled negotiations with Local 12 of the Government Employees.

The AFGE local represents about 5,000 Labor Dept. workers in Washington whose contract with the department was to end July 20, 1975, but has remained in effect while the two sides sought to negotiate a new agreement.

Marshall's action followed a determination by the Federal Service Impasses Panel that negotiations should resume on all unresolved issues.

"While the parties have not yet met," Marshall said, "I am hopeful that representatives of the department and the union can meet to work out a date for resumption of negotiations."

Union-Owned Insurance Company Marks 50 Years of Solid Growth

New York—Fifty years of steady growth has turned the labor-owned and directed Union Labor Life Insurance Co. into a top-ranking national insurance carrier.

ULLICO went into business in May 1927 with the support of the AFL and the financial backing of local, national and international unions. The principal stock ownership remains with unions, as well as with state and local central bodies of the AFL-CIO.

ULLICO had a modest start, as assets amounted to $619,000 at the end of its first year. Today, with more than $3 billion of life insurance in force and assets exceeding $300 million, ULLICO is among the 20 leading companies in the country underwriting all forms of insurance.

The company is licensed in 44 states to offer group and individual policies in health, accident and life insurance, in addition to group pension contracts.

The concept of a union-owned insurance operation was introduced at the AFL convention in Portland, Ore., in 1923 by Matthew Woll, president of the Photo Engravers, and George W. Perkins, president of the Cigar Makers.

AFL President Samuel Gompers appointed a committee to study the proposal, which reported its findings to the 1924 AFL convention. Plans for the organization of the company were approved at a conference of 50 union representatives the following year.

By the end of 1925, the company began selling stock and was chartered by the state of Maryland. Provisions of that charter, which the company still adheres to, call for wide union control by guaranteeing the repurchase of stock, requiring that three-fourths of the directors be labor officials, limiting board membership to no more than one member from any union, and restricting the number of shares held by any one union.

The initial $600,000 invested in the company came from 60 national and international unions, six state federations, 34 city central labor bodies and 240 local unions.

Woll became the first president of ULLICO and Perkins the first secretary-treasurer. The first group policy, written in 1927 for a federal employees local union, is still in force, ULLICO reported.

In its first year of operation, the company paid claims to 86 individuals for a total of $54,700. In the calendar year of 1976, ULLICO reported paying out $244 million in benefits and dividends to policyholders and beneficiaries. That was a 14.2 percent increase over 1975.

After opening for business on May 1, 1927, at the AFL headquarters building in Washington, one of the first persons to apply for a policy was the Secretary of Labor at that time, James J. Davis. Other early policyholders included Presidents Herbert Hoover and Franklin D. Roosevelt and Justice Louis Brandeis.

ULLICO opened agencies in a number of major cities and managed to ride out the depression years with little difficulty. Its growth rate continued through the war years and by 1945 ULLICO had $100 million of insurance in force.

It passed the $200 million mark in 1949 and assets topped $10 million. By the time of the AFL and CIO merger in 1955, ULLICO had more than $500 million of insurance in force and assets topping $25 million.

In 1957, ULLICO bought the American Standard Life Insurance Co. of Washington, which had served the members and families of the International Brotherhood of Electrical Workers since 1924.

The combined company operations boosted ULLICO's insurance in force over the $1 billion mark in 1958.

ULLICO introduced a group pension portfolio in 1961. The company reported that its holdings in pension fund contracts are currently valued at $150 million.

Of the 27 directors currently serving on ULLICO's board, 21 come from international unions. The others are from the AFL-CIO, company management and from two major banks.

J. Albert Woll, the AFL-CIO general counsel and son of the first ULLICO president, is chairman of the board. Rudolph Ellis is president and Daniel E. O'Sullivan is executive vice president.

'76 Corporation Profits Show 28 Percent Gain

The year 1976 proved to be a far-better-than-average year for American business as after-tax corporate profits rose 28 percent over the 1975 level.

Net earnings after taxes totaled $83.6 billion for the year, compared with $65.3 billion in 1975 and $75.2 billion in 1974, the Commerce Dept. reported. Fourth-quarter 1976 profits, which piled up at an $86.9 billion annual rate, were 17 percent over the $74.1 billion rate in the like period a year earlier.

The Commerce Dept. noted that the most recent profit totals are preliminary and subject to revision next month.

Fourth-quarter earnings were 2 percent higher than the third quarter's $85.1 billion seasonally adjusted annual rate. There has been a steady rise in after-tax profits since the final quarter of 1975.

Pretax 1976 profits, at $148 billion, were up sharply from 1975's $114.5 billion. In the last three months of 1976, before-tax book profits were at an annual rate of $154.5 billion, $4.3 billion higher than the third-quarter rate.

The tax liability of the pretax profits total rose to a seasonally adjusted annual rate of $67.5 billion in the fourth quarter, up from $65.1 billion in the previous quarter.

Dividends, at $37.7 billion, were $2.3 billion above the third-quarter level, while undistributed profits, at $49.2 billion, fell by one-half billion dollars.

The Commerce Dept. also revised upward its estimate of the fourth-quarter real gross national product, the total output of goods and services in the economy. Real GNP, which is adjusted for inflation, increased at an annual rate of 2.6 percent, the department said. The rise was first estimated at 3 percent, then revised downward in February to 2.4 percent.

Economists agree that a 4 percent real growth rate is needed just to generate the number of jobs required to keep pace with the normal increase in the labor force.

The Election Process

WE BELIEVE THAT Congress should approve a constitutional amendment providing for election of the President and Vice President by direct nationwide popular vote.

We also approve provisions which would require the President and Vice President to be voted for jointly.

It is desirable, we think, to provide that a candidate must obtain at least 40 percent of the popular vote in order to be elected. In the event no candidate receives at least 40 percent of the popular vote, however, we are in agreement that there should be a national popular runoff vote between the two top candidates.

We also think a constitutional amendment should provide for universal suffrage in presidential elections, and that the places and manner of holding presidential elections and the inclusion of names of the candidates on ballots shall be prescribed by the Congress.

One argument that has been raised against the direct popular vote system of electing the President and Vice President is that it would represent a basic departure from the federal principles upon which the government of the United States is based. We have given long and careful consideration to this contention and have concluded that it is not well-founded.

The present Electoral College system was from the outset a compromise. After only three presidential elections it proved to be wholly unworkable and became the subject of the Twelfth Amendment to the Constitution, the second to be adopted after the 10 making up the Bill of Rights.

As a compromise, the Electoral College system no doubt seemed to the drafters of the Constitution to make sense when the country was young. Because of difficulties of transportation and communications it was hardly possible then for people in one part of the country to be acquainted with public figures in other parts of the country so as to enable them to make an informed judgment as to their qualifications for the offices of President or Vice President.

THESE OFFICES, however, are now national offices and the question of who fills them is a matter of first importance and interest to people all over the United States. Candidates for the office of President and Vice President today must be and generally are well-known public figures who have the means and the ability through modern systems of transportation and communication, and especially the mass media of the press, radio and television, to make their qualifications known to the people.

In practical fact, the Electoral College means little today as a bulwark for the federal system. The federal principle today finds its strongest institutions, not in the Electoral College, but in the state governments, the Senate of the United States, and, above all, the substantive provisions of the Constitution itself.

We are convinced that the direct popular vote system of electing the President and Vice President will do no violence to the federal principle. On the contrary it will strengthen and make far more workable our constitutional system of government.

We strongly urge adoption of an amendment by the Senate. The time for such action is long past due. We hope, and we urge, that this constitutional amendment may be put before the people for ratification in time for it to go into effect in the next presidential election in 1980.

—From AFL-CIO testimony before the Senate Subcommittee on Constitutional Amendments.

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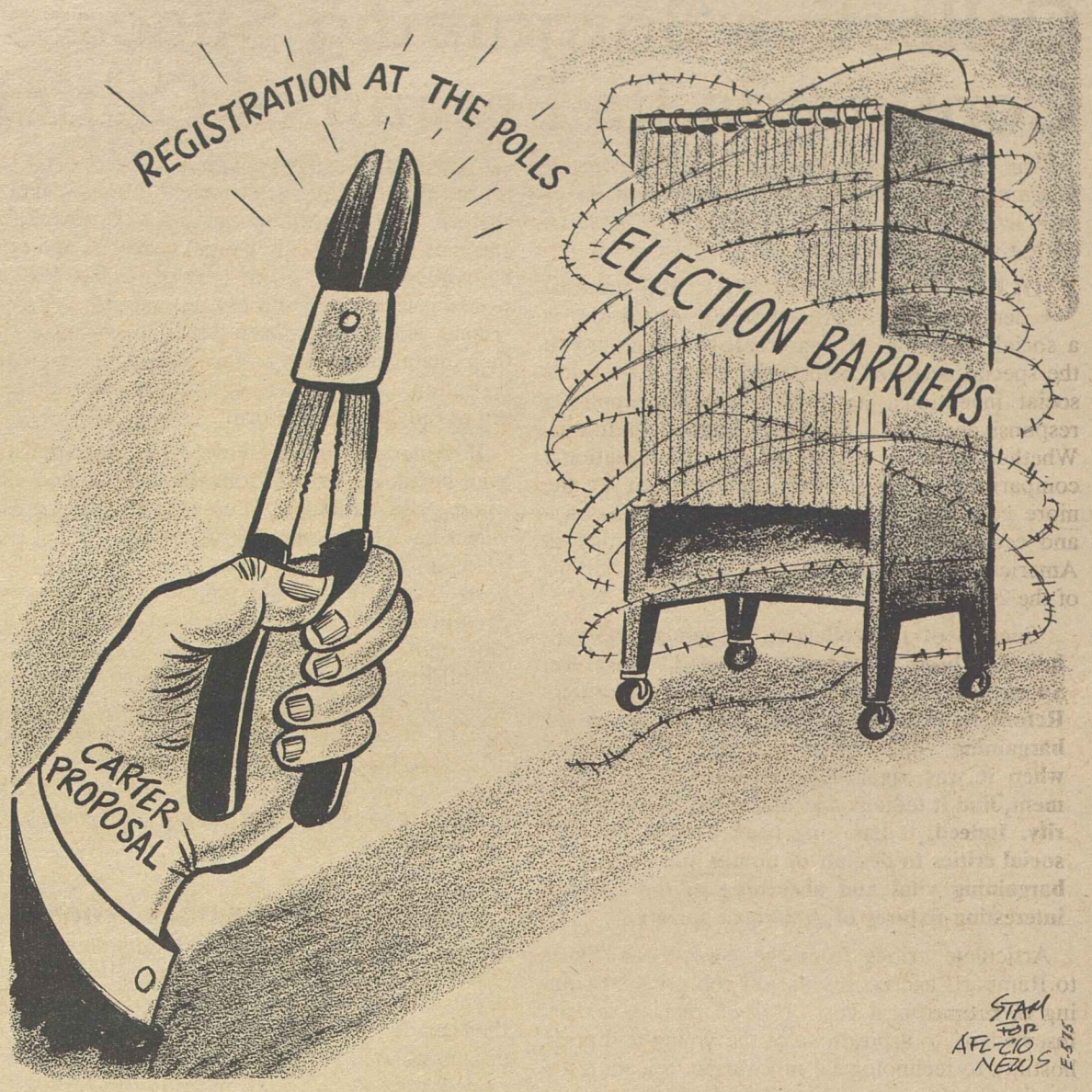

Big Income, Small Outflow:

Corporations Flush with Cash But Continue to Cry for More

By Gus Tyler

WHATEVER 1976 may have been for you and your neighbors, it was a great year for American corporations. If 1977 repeats 1976—as it is expected to—the two-year performance will break a long-standing record.

It may very well be that your family had a bad "cash flow" situation this past year, with more going out than coming in, but quite the opposite was happening to corporate America. The cash came pouring in like a deluge, while trickling out like a drip.

"American companies are flush with cash, Wall Street says," reports business writer Carol Matthews. She quotes good authorities:

Says Henry Kaufman, partner of the investment firm, Salomon Brothers: "Business corporations have strengthened their balance sheets through huge cash inflows, a massive refunding of short-term debt, and prudent management of real assets."

Another authority, described merely as the head of research at an international investment banking firm, says: "We've not had two years back-to-back of positive cash flow for well over 13 years. Hence, the cash stash in 1976 and again (as expected) in 1977 will be the best performance since 1964—the year Lyndon Johnson was elected as president."

How did American business do it? By taking a lot and giving little. In the more euphemistic phraseology of the quoted research authority:

"The turnaround happened because of a heavy inflow into insurance companies, a high level of personal saving and absence of building activity, and a lack of capital spending by business."

In other words, the money you gave the insurance company through your premiums became available as finances for companies; the money you put in your savings account for what looks like the rainy days ahead also helped fund the companies. The money that was not spent on building added to the corporate kitty.

And with all this money at hand, the corporations decided to sit tight and not to spend it on plant expansion, new machinery or fresh ventures.

"If business does sit this year out as well," continues our authority, "then there will not have been a period since the end of World War II when companies had so much money on hand as they will at the end of this year."

In other words, the companies are rolling in cash.

All of which does not prevent them from weeping about the capital shortage and from demanding all kinds of tax incentives from Uncle Sam to encourage investment.

Not satisfied with the cash flow from insurance companies and savings accounts, they would like a few more pennies for the corporate kitty from the U.S. Treasury, a gratuity they need like Midas needed gold.

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No Free Ride For Farmers

The repeal of Section 14(b), while only one part of labor's overall program, will result in the greatest amount of emotion-charged rhetoric. You will be flooded with canned editorials from the so-called National Right to Work Committee and others.

The theme will be "compulsory unionism." And it is so much crap. First, there must be a vote of the workers whether to have a union or not. Then, they must decide whether or not to seek a union security clause in the contract from their employer. Then, the employer must decide whether he is going to accede to the request or not. Finally, there must be a vote on accepting the contract.

For those of you from farm states, let me draw an analogy. In many states, commodity commissions have been established to promote a particular commodity—for example, peas and lentils. The commissions are funded by a mandatory payment of so much per hundredweight.

All farmers benefit from the work of the commisison, and all pay into it. If a union security clause is "compulsory unionism," than these commissions are "compulsory farming."

—From a speech by AFL-CIO Legislative Director Andrew J. Biemiller to the National Newspaper Association, Mar. 18, 1977.

Flexibility Proven:

Collective Bargaining Success Confounds Its Perennial Critics

The following is excerpted from "Unions & Bargaining: The Perennial Critics" by Tim Bornstein which appeared in the February 1977 AFL-CIO American Federationist.

COLLECTIVE BARGAINING, like political democracy or universal public education, is a social invention. It was created in response to the special needs of industrial society. Like other social inventions, its success depends upon its responsiveness to changing social conditions. Whether one looks at the evidence of international comparisons, or historical standards, or at the more conventional standards of industrial peace and economic progress, collective bargaining in America is one of the most successful institutions of the 20th Century.

Success of the collective bargaining system has not been universally admired, however. Success may be dull, while struggle is romantic. Reformers who found the cause of collective bargaining vital and absorbing in the 1930s, when it was vigorously opposed by management, find it tedious and dull today in its maturity. Indeed, it has long been fashionable for social critics to despair of unions and collective bargaining vital and absorbing in the 1930s, interesting fixtures of American society.

Articulate critics from the New York Times to Ramparts accuse unions and collective bargaining of promoting a host of vices: racism, sexism, insensitivity to aspirations of the young and poor, hostility to technological innovation, a leaning towards violence, jingoistic support of imperialistic foreign policies, and political partnership with venal power brokers in the Democratic party. While extreme and unbalanced, these charges are not without substance, for an informed observer can point to many examples involving individual unions and individual collective bargaining relationships that would abundantly document them. But it is a monstrous untruth to assert, as some critics do, that these vices accurately characterize American unions and the institution of collective bargaining.

In some instances, these charges are so excessive that one can only conclude that they are a polemical camouflage for critics' unspoken complaint that American unions have rejected left-wing ideologies in favor of serving their members through the moderate and pragmatic, but effective, institution of collective bargaining. They may also conceal a disappointment that American employees have been unfaithful to their sinister role in the 19th Century Marxist script as uncompromising enemies of the working class.

To the dismay of radicals here and abroad, American workers are not infused with a sense of class consciousness or class militancy. Most workers, their unions, and the institution of collective bargaining are in the mainstream of the nation's social values: progressive, but not radical; tolerant of differences, but not of extremism; repectful of tangible achievement, but skeptical of rhetoric; willing to innovate and experiment, but cautious about radical change; generous and open by nature, but far from saintly. Union leaders, whose role in the collective bargaining system is crucial, are realists whose dominant vision is that their members aspire to fair treatment, fair compensation, and job security in the workplace—not to radical social reform.

If American unions have been unresponsive, even hostile, to critics from the campus and elsewhere, the explanation is not that the critics' voices have been unheard or that their views have been misunderstood. The explanation is more basic. The critics ask the unions to exchange their commitment to what they view as their finest and most enduring achievement in American history—establishment of the system of collective bargaining in law and in daily practice—for an ill-defined role in an ill-defined program of social reform. The gap between unions and liberal critics is probably best explained by labor's tenacious adherence to collective bargaining and rejection of ideology which is so common to foreign labor movements.

WHY SHOULD AMERICAN UNIONS turn from the well-understood and tangible goals of collective bargaining for a place in the never-never land of radical social reform? In substance, they made that choice in the 1890s when the pragmatic AFL under Samuel Gompers's leadership shaped the modern labor movement, leaving the quixotic, reformist Knights of Labor as only a memory in the museum of social history. Unions in America have chosen to define a role for themselves that is intimately tied to the collective bargaining system which, in turn, is concerned with the welfare of employees and the success of management at the workplace.

American unions have decided, in effect, that they do not also wish to be political parties, or the alter ego of political parties, or the organizational edge of revolution. Unions have been concerned with better housing, education, race relations and a thousand and one other worthy social causes—but they have rejected a role as the institutional conscience for social reform.

The case for collective bargaining is not that it is a model of social engineering or that it purports to have long-term solutions to all social ills. Its claim, more narrowly, is that since World War II it has compiled a tangible record of success and flexibility in the face of continuing social and economic challenges in the workplace, that it has contributed to creating and sustaining a high level of economic productivity and prosperity, that it has largely replaced strikes and violence with negotiations, and that it has brought principles of participation, due process and fair treatment to millions of wage earners.

Not Just Hospitals:

Cost Containment Plan Urged For Entire Health Care Industry

CARTER ADMINISTRATION efforts to contain health care costs should be expanded to include all segments of the medical industry, AFL-CIO Social Security Director Bert Seidman urged on Labor News Conference.

"Hospital costs are a very important part of the total medical picture" and reflect the "highest cost increases," Seidman acknowledged, but he warned that if the cost containment effort is aimed only at hospitals, "it is very unlikely that we are going to be able to do an effective job" of curbing the total health care bill of the American people.

Seidman said that the containment program must also focus on doctors' fees and the ways in which doctors practice, nursing home and drug costs to put a lid on medical costs, which have shot up in recent years at two and three times the pace of the consumer price index.

He said that the new health planning law aimed at reducing unnecessary duplication of hospital facilities and expensive and sophisticated equipment will also help hold down costs. But, he added, "health planning is in its very early stages," and is not yet very effective.

Seidman rejected the contention that collective bargaining and minimum wage improvements have been a major factor in the steep rise of hospital and health care costs. "There is no evidence of that whatsoever," he declared. He cited a recent report of the Council on Wage & Price Stability showing that while hospital wages rates have risen a little faster than private non-farm and production wages, even if they had held the same pace, "the annual rate of increase in daily hospital costs would have been only about one percentage point lower.

"Hospital workers, as everybody knows, have been among the lowest-paid workers in America and are still below the average," he asserted. He said the AFL-CIO has made it clear to the Administration that whatever containment formula it shapes must not be a "wage control program against hospital workers nor restrain collective bargaining in the hospital industry."

By Press Associates, Inc.

LAST YEAR when a House subcommittee held hearings on the harassing tactics of private debt collection agencies a number of witnesses wore ski masks to protect their identities. This fact alone gives some insight into the fears faced by debtors.

After extensive hearings in 1976 on debt-collection abuses, the House approved legislation to protect the civil and human rights of debtors, but the bill died in the Senate.

Recently, the House subcommittee on consumer affairs held hearings on a new measure. This year, however, the Senate is scheduling hearings as well.

The current hearings, just as those in 1976, were filled with horror stories recited not only by the harassed debtors but two former debt collectors, who described a "ring of terror" around those who owe money.

William Mann of Suitland, Md., told the House panel, in a quavering voice and with his hands shaking, that he quit as a debt collector after 12 years because it drove him to alcoholism.

"Debt collectors are greedy people who live off the misery of others," Mann said. He added that debt collection "ruins the lives of people who must deal with debt collection agencies, but in many cases can even ruin the lives of those who work as debt collectors."

According to Mann, there are very few reputable and professionally operated collection agencies in the Washington area. In his testimony, he described the "mental anguish" methods by which those collectors operate. Debt collectors, he said, obtain information by deceiving the consumer's family as to their identity—sometimes posing as a long-lost friend or impersonating a police officer trying to locate a consumer at work because of a phony auto accident.

NUMEROUS INCIDENTS of harassment, baiting and intimidation were recited by witnesses in their testimony. Among them:

- Two cases in which a debt collection agency recommended to debtors that they commit suicide. The agency apparently believed that the life insurance would defray the debt.
- One woman was told by a debt collection agency that the increasing costs of bringing up a child had forced her to become delinquent in her debt payments. The agency recommended that she put the child up for adoption.
- A consumer from St. Paul, Minn., described the tactics used to collect an overdue Shell Oil Co. bill. The agent demanded payment in full and told the consumer that partial payments would not be acceptable. The agent became belligerent and threatened to call up the debtor's wife every day and his employer every hour until he was fired. The agent followed through on his threat.
- A California witness, a state official, told the subcommittee that this is not a case of a "few bad apples." Not at all, he emphasized, because the official national publications of the debt collection outfits take the position that a debtor has no rights and that harassment and intimidation are necessary and morally acceptable.

The witness cited an editorial in a national debt collection periodical which declared that debtors are to be considered "guilty until proven innocent."

The new bill would prohibit a debt collector from contacting a consumer more than two times during a seven calendar-day period, from contacting a consumer at his place of employment more than one time and from contacting a third party, including an employer, except in specific circumstances.

Also, a debt collector could not communicate with a third party without prior consent of the consumer or without the express permission of a court and would be prohibited from using harassment or intimidating tactics or any false or misleading representations.

Testifying before the subcommittee, Sherry Chenoweth, director of the Minnesota Office of Consumer Affairs, declared that "a citizen's civil rights must not be abrogated just because he or she happens to owe money." She said she believes that "more of the responsibility for irresponsible use of credit belongs on the shoulders of those who extend credit."

THE ENTIRE medical industry—not just hospitals—should be covered in the Carter Administration's health care cost-containment program, AFL-CIO Social Security Director Bert Seidman, center, urged on Labor News Conference. He was questioned by Jerome Brazda, left, of Washington Report on Medicine & Health and Dale McFeatters of the Scripps-Howard Newspapers.

CLC Bypasses 'Cap-in-Hand' Presentation

Ottawa — The Canadian Labor Congress is breaking with tradition by not presenting a memorandum to the federal cabinet this year.

Since the late 19th Century, spokesmen for organized labor have made annual visits to Parliament Hill for a ceremony known as the "cap-in-hand" to present workers' legislative demands to the government in power.

But the CLC does not consider such a submission necessary this year. Its leaders have been holding regular discussions with Prime Minister Trudeau and other members of his cabinet about labor's demand for a greater share in economic and social policy-making after the current wage controls are lifted.

There are strong indications the government will end the controls this year, possibly by Oct. 14, instead of the originally intended date, Dec. 31, 1978.

But both federal and provincial spokesmen have suggested the controls will continue on public employees after they have been lifted from the private sector—a stand the CLC has consistently opposed in its talks with the cabinet.

"When controls are lifted, they must be removed from all sectors of the economy," CLC President Joe Morris says. "We have made it perfectly clear to the government that we are not in favor of any form of selective controls on any particular segment of the economy."

The CLC has led the battle against wage controls since the government introduced them on Oct. 14, 1975.

Normally, about 400 labor leaders accompany the 30-member executive council at the annual presentation of the CLC's memorandum.

But last year, tens of thousands of union members demonstrated outside the Parliament buildings to show rank-and-file support for demands that the controls be lifted.

Genesco Uses Soft Shoe To Boot Out Its Chairman

There may not be much job security in heading a big corporation, but you can't beat the severance pay.

Take the case of Franklin M. Jarman, who is being bounced from his job as chief executive of Genesco Inc., just four months after the board of directors had raised his pay from $180,000 to $285,000 a year.

He won't go off the payroll until August, and then the severance benefits will ease his jobless status for the next 28 months. According to a disclosure form filed with the Security & Exchange Commission, the 45-year-old board chairman will be entitled to:

- **Payments totaling $431,667 in 28 monthly installments.**
- **Use of a 1977 Lincoln Continental during that period.**
- **Payment of his membership dues at the University Club in New York City.**
- **Free tax advice.**
- **The right to exercise any unused stock options.**
- **Continued "executive benefits" including life and medical insurance.**

According to an account in the New York Times, Jarman also will continue to qualify for the 40 percent "executive discount" when he shops at company stores which range from fashionable Bonwit Teller to the more plebian S. H. Kress.

But getting fired is not without its sting, even at Genesco. The Times reported that Jarman has been asked to vacate the company apartment maintained for him at the Carlton House in New York.

Oil Importers Accused Of 'Fiction' on Pricing

The American oil industry is "manufacturing facts" and using "outright fiction" to justify a 6-cents-a-barrel overcharge on oil that its foreign-flag tanker fleet imports into the United States, the Marine Engineers charged.

MEBA President Jesse M. Calhoon, testifying before the Senate Commerce Committee, said that the overcharge costs American consumers millions of dollars annually. The United States imports 2 billion gallons of oil a year.

Calhoon told the committee, which is considering legislation to guarantee American-flag tankers a minimum share of oil imports, that the American Petroleum Institute is using "false assumptions" to inflate its estimates of the cost of carrying oil in American ships. API, the industry's trade association, misrepresents crew costs, and compounds its errors with "mathematical double and triple-counting which defies the imagination," Calhoon said.

Preliminary results of a MEBA study show that oil prices would rise by less than one-fifth of a cent a gallon as the result of cargo preference requirements, Calhoon said. In return, use of American ships would reduce tanker accidents and pollution, stimulate the construction of ships that would then be available in a national emergency, provide hundreds of thousands of workers with direct and indirect employment, and improve the U.S. balance-of-payments situation, Calhoon asserted.

Calhoon pointed out that the major oil companies control at least 20 percent of the free world's tanker capacity and 70 percent of U.S. oil tankers.

"It is the oil companies who call the tune," he said. "They control the means of getting oil from the well to the market place, and they have used that control to maximize their profits.

"Cargo preference endangers some of that control and some of those profits. That is why the API is protesting so loudly," Calhoon said in urging the Senate panel to approve the Energy Transportation Security Act.

Calhoon also addressed himself to the growing problem of tanker safety and repeated MEBA's support of immediate measures to insure the safety and seaworthiness of tankers using American waters.

"We must not shrink from unilateral action in maritime affairs," Calhoon declared, renewing a call the union made earlier this year. "We would not hesitate to stop the entry of unwanted diseases, insects, and crops into our country. The same logic must be applied to prevent substandard ship from entering our waters."

'Right-to-Work' Drive Blocked in Two States

(Continued from Page 1)

ments on any farmer or rancher who didn't want to make payments to a commission.

"In essence, what the state Senate said was if the state of Idaho was going to permit free riders in unions that farmers should also have the opportunity to be free riders," commented Robert W. Macfarlane, president of the Idaho AFL-CIO.

The agriculture-oriented Idaho House had passed a "right-to-work" bill by a 41-29 margin, and the Senate passed its version of the bill by a narrow 18-17 vote. The conference committee deadlocked, 3-3, and the session adjourned without taking final action.

In New Mexico, the House voted 36-31 against the open shop bill, which earlier had passed the state Senate, 21-19.

In both states, the National R-T-W Committee relied on a heavily-financed advertising program, telegrams and preprinted postcards to legislators. The labor movements in the two states responded by having hundreds of trade unionists come to the state capitals in person to lobby against the bill.

The high-pressure tactics of the right-to-workers and their reliance on out-of-state money made the issue clear, said Neal Gonzales, executive secretary-treasurer of the New Mexico AFL-CIO. "It was a matter of out-of-state elements trying to force something on New Mexico that our citizens did not want or need."

The National Right to Work Committee stated in newspaper advertisements that passage of "right-to-work" bills in either state was a key factor in its efforts to prevent repeal of Section 14(b) of the Taft-Hartley Act, one of the reforms of the labor law sought by the AFL-CIO.

Macfarlane suggested that the tactics of the open shop forces may have backfired. As he put it:

"They insulted our legislators and the governor. They attacked the working people of Idaho. They maligned Idaho's unions and its state government. In short, they let nothing stand in their way, and still they could not bulldoze passage of their bill as they had been ordered to do by the National Right to Work Committee.

"The defeat of 'right-to-work' in Idaho is not a victory for the unions; it is a victory for the people of Idaho who refused to be dictated to by an out-of-state group that had no legitimate connection with Idaho."

Carter Backs Direct Election:

Registration at Polls Keys Reform Move

(Continued from Page 1)

mit all unregistered citizens to go to the polls Election Day—with adequate proof of age and residency—register there and vote."

It also adopted a statement asking Congress "to extend public financing to congressional elections." The council said "the inherent abuses of campaign financing by the wealthy are no less serious in congressional elections than they were in presidential elections."

Mondale told a news conference that the proposed Universal Voter Registration Act will be introduced in the House by Rep. Frank Thompson, Jr. (D-N.J.) and in the Senate by Sen. Howard W. Cannon (D-Nev.), the chairmen of the committees with prime jurisdiction. The measure has bipartisan support, Mondale said, and "was developed in close cooperation with the Congress."

The voter registration bill would require states to allow Election Day registration at the polling place for federal elections. It would also provide a financial inducement for states to follow the same registration procedure for state and local elections.

State law would still determine qualifications for voting, and states could require a single proof of residence, such as a driver's license or comparable identification.

The basic grant to a state to meet extra costs of Election Day registration would be 20 cents multiplied by the number of persons who voted in the last presidential election. But the federal grant would be doubled if a state agreed to Election Day registration for state and local elections as well, and it would be tripled if a state also adopted an "outreach" program designed to increase voter registration before Election Day. This would encourage such measures as registration by mail and traveling registrars, Carter noted.

The bill would set stiff criminal penalties for fraudulent registration and voting. Carter said that "while these safeguards are important," the record of states with liberal registration laws "suggests that they will rarely be needed."

Minnesota is one of the states that has Election Day registration and Mondale told a news conference that as a result the turnout in his home state was the highest in the nation.

Carter's request for a constitutional amendment to provide for direct popular election of the President left the wording up to Congress, but urged that it abolish the so-called Electoral College and "ensure that the candidate chosen by the voters actually becomes President."

Sen. Birch Bayh (D-Ind.) has been the chief congressional sponsor of such a constitutional amendment, and the AFL-CIO earlier this year strongly urged its adoption.

On campaign financing, Carter said the 1976 presidential campaign showed that public funding was workable. It minimizes the risk of obligation to special interest contributors and allows persons without a lot of money to seek public office, he stressed.

While Carter did not submit a specific draft bill, he said the legislation should cover primaries as well as general elections and that candidates should "demonstrate substantial public support" through small private contributions from a number of people before qualifying for federal matching funds.

He asked that a reasonable spending limit be set for campaigns so that a wealthy candidate who declines to take public financing wouldn't be able to outspend an opponent.

The federal share of the money, Carter suggested, should come through the income tax checkoff system that now raises funds for presidential campaigns.

He also asked some modifications in the existing presidential financing system, including allowing a "reasonable" amount, perhaps two-cents-per-voter, to be spent by a single-state campaign committee without cutting into the national spending limits of the presidential ticket.

The President's call for revision of the Hatch Act noted that "over 2.8 million federal employees, including postal workers and workers for the District of Columbia, are now denied a full opportunity to participate in the electoral process. Unlike other Americans, they cannot run as a partisan candidate for any public office, cannot hold party office, and cannot even do volunteer work in a partisan political campaign."

Carter called for "revising the Hatch Act to free those federal employees not in sensitive positions from these restrictions." He suggested that Congress should set standards and the Civil Service Commission should implement them to determine which positions in government should continue to be covered by present Hatch Act restrictions.

The bill that Congress passed last year, which President Ford vetoed, excluded certain agencies such as the Internal Revenue Service but did not seek to separate-out types of jobs.

Carter said he favors "strong penalties for any federal employee who attempts to influence or coerce another federal employee into political activity, or who engages in political activity while on the job."

Seminars On Humanities Set For Unionists

Four month-long seminars on the humanities will be conducted this summer under the auspices of the National Endowment for the Humanities for labor representatives.

Two seminars dealing with the historical perspective of the American labor movement and the changing attitudes toward the meaning of work will be open exclusively to full-time elected labor officials and professional staff members.

Two other seminars open to union officials will also include leaders in medicine, law, public administration, education and business. These seminars will focus on value conflict and the ethical dimension in today's society.

Up to 15 participants will be invited to each seminar. They will get free tuition, living expenses and travel allowance. The two labor seminars will be held at the University of California on the Davis campus, July 5-29, and at City University of New York, June 20-July 15. The other two seminars will be at Yale University, June 27-July 22, and at Princeton University, July 19-Aug. 13.

House Bows to Right Wing:

Anti-Union Drive Scuttles Situs Bill

(Continued from Page 1)

Each of the subcontractors is a separate employer and must not be inconvenienced by a picket line, the court reasoned.

But as Marshall testified in support of the common site picketing bill, "the various contractors and subcontractors on a construction project are ordinarily engaged in a closely integrated relationship."

Further, Marshall noted, the limitation on picketing "prevents construction unions from bringing to bear upon their employers the full economic pressures which are available to union members in other industries." He noted that no law prevents a production union from picketing an entrance used by plant maintenance workers who may belong to another union.

But the groups out to kill the bill didn't waste time trying to refute that reasoning.

Thus, the National Right to Work Committee took out full page newspaper advertisements dominated by a cartoon of a savagely grinning "big labor" running a steamroller over "public opinion." The big headline over the page read, "The Public Be Damned."

The "grass-roots" lobbying campaign launched by the Associated General Contractors to kill the bill included instructions to cooperating employers to enclose a leaflet attacking the legislation with each employee's paycheck, along with a pre-printed card to be sent to members of Congress. Superintendents and office managers were told to collect the signed cards so the employer could stamp and mail them.

One such letter, from the Oregon chapter of the contractors' association, included the suggestion: "If you have too many, sign them yourself and mail them."

On the union side, the initial emphasis has been on mustering the 60 percent vote needed to beat down an anticipated Senate filibuster. The House had twice passed the measure in the previous Congress and the degree of employer pressure wasn't fully realized until reports of position switches began coming in the week before the vote.

A quick check of the rollcall found that 10 Republicans and 11 Democrats who supported the final passage of the site picketing bill in December 1975 voted against the measure this year. While most of the Democrats opposing the bill were from the South, the switches included Democrats from Pennsylvania, Indiana, Washington, New Mexico, California, Nevada and Oregon.

Defeat of the site picketing bill also killed off a measure that would have promoted stability in construction industry union-management relations.

It would have brought national unions and contractor associations into a mediation effort to head off local construction industry disputes, barring strikes and picketing until that approach had been tried.

A Construction Industry Collective Bargaining Committee of 10 union and 10 employer representatives would have been empowered to seek, but not compel, a settlement of local disputes.

Former Labor Sec. John Dunlop initially drafted the measure in consultation with union and management officials. It was included in the site picketing bill two years ago to assure President Ford's signature—a promise he broke. This year, President Carter also asked that it be included. He, too, promised to sign the measure if it passed Congress—and Marshall testified that the promise was not given lightly and would be kept.

The nearly seven-hour House debate was marked by parliamentary maneuvering and shifting alliances.

Supporters of the bill, led by Rep. Frank Thompson, Jr. (D-N.J.), sought to pick up some additional Republican votes by agreeing to accept a motion by Rep. Ronald Sarasin (R-Conn.) that would have substituted almost all of the provisions of the bill that Ford had vetoed—which included several restrictions that building trades leaders had hoped to avoid.

The Sarasin substitute carried easily, 246-177, even though hard-core anti-union congressmen voted against it on the theory that its acceptance would make the bill harder to defeat.

The House then added several other weakening amendments that presumably made the bill less objectionable to conservatives. But few if any votes were changed and the electronic scoreboard in the House flickered the bill's defeat, 217-205.

PHOTODOCUMENTARY of America's working poor and childhood labor in the early 20th Century is a part of exhibition of the work of photographer Lewis W. Hine at the Brooklyn Museum. The display of 220 original photographs made by Hine between 1904 and his death in 1940 will continue through May 15. Included in the showing is the photo above of youngsters who worked as breaker boys—separating slate from coal—in a mine in Pennsylvania in 1911. At right, is a picture made in 1910 of an immigrant Italian woman in New York carrying home materials for her entire family to work on for shamefully low wages. Much of Hine's work is devoted to immigrants passing through Ellis Island, construction of the Empire State Building, Pittsburgh steel mills, and workers in textile mills, glass factories and cranberry bogs.

Growth of Labor Study Programs Poses Problem of Quality, Content

Tempe, Ariz.—American workers seeking higher education are being misled by a number of institutions of higher learning, Fred Hoehler, executive director of the George Meany Center for Labor Studies, declared here.

Hoehler said that there had been a "proliferation" of degree programs in community colleges and in some universities, "most of which have no expertise in the subject matter—labor—and who quite obviously see financial and community advantage to a hookup with organized labor in their local communities or in their states."

He said the problem is that "many of the workers who enroll in these courses are not getting a quality education."

Hoehler spoke at the Southwest Labor Studies Conference held on the campus of Arizona State University. His audience consisted primarily of academicians who specialize in research on American labor history. It was to them that he directed further criticism that there has been little "solid, scholarly research on the labor movement and on the problems and issues which affect workers."

Prof. Herbert A. Levine discussed a new direction in collective bargaining—paid educational leave. Levine, director of the Labor Education Center at Rutgers University, deplored the fact that most labor history depicts unions as almost solely vehicles of strike action or social protest and rarely "as educational institutions which provide millions of adult workers ever increasing educational and training opportunities for themselves and their families."

He cited Title 1A of the Higher Education Act of 1976, the so-called life-long learning law, as indicating that the federal government will be providing public funds to help unions and employers develop negotiated educational opportunity programs.

"Education as a new fringe benefit in bargaining can have a profound effect not only on the character of organized labor, but on the quality and skill of the American work force," Levine said.

A newly adopted convention of the International Labor Organization has focused on paid educational leave (PEL) in order to increase workers' opportunities in vocational and civic education. The convention defines PEL as leave granted to a worker for educational purposes for a specific period during working hours with adequate financial entitlements. Primarily, this approach would demand that workers have the right to educational opportunity without having to give up their jobs or sacrifice their income and other benefits.

Levine pointed out that in German and French collective bargaining agreements, provisions are being made for paid educational leave, in some cases as high as 150 hours.

President Jerry Wurf of the State, County & Municipal Employees told the labor historians that public workers have become the scapegoats for the urban crisis in the United States.

Instead of talking about the real causes of the financial crisis, said Wurf, "or proposing solutions—like tax and welfare reform, public works and public employment spending—mayor after mayor and governor after governor declared war on their own employees."

He chided public officials who claim they are seeking to reduce the cost of delivering municipal services and then appoint "unskilled and inexperienced political appointees to manage city and state agencies."

Wurf said "study after study has shown that poor management of city service delivery is the principal reason for waste and inefficiency. Productivity by public employees begins with competent professional management."

The conference heard discussions by a number of panels on such subjects as working class culture, the farm worker and the union, labor in Mexico, metalworkers in the West, new developments in labor law, women's place in the union, labor in politics, the IWW, and labor in international affairs.

More Job Funds Sought In Budget for Fiscal '78

(Continued from Page 1)

ment would remain above 6 percent during the 1978 calendar year—higher than all but four recession years since the end of World War II.

"Six million people would still remain unemployed at the end of 1978 unless Congress includes more direct job creation programs in its budget," Biemiller warned.

The AFL-CIO testimony also urged increases in several other programs being considered by the task force in drawing up its portion of the fiscal 1978 budget resolution.

The biggest proposed increase was $4.1 billion added to the $9.4 billion the Administration is asking for education programs. Specific proposals include $1 billion in impact aid that this administration, like its predecessor, wants to cut back, and an added $700 million for the basic program of federal grants to improve education of economically deprived children.

Biemiller also urged substantial increases in youth employment and training programs, restoration of funds for 19 water resource projects that the Administration wants to hold up, and added funds for occupational safety and health programs, including the development of overdue health standards.

Labor's budget testimony also opposed legislation intended to "save" $160 million by changing the ground rules for setting the pay of 500,000 blue-collar employees of the federal government. And it asked more funds to administer the Health Maintenance Organization Act as a step towards improving the nation's health care system.

1 Percent in Month:

Jump in Price Index Highest Since 1974

Retail prices soared a full 1 percent in February, the largest monthly increase since September 1974, while workers purchasing power stayed below the year-earlier level, the Bureau of Labor Statistics reported.

Real spendable earnings, or take-home pay after allowance for inflation, actually rose five-tenths of 1 percent from the previous month as a result of an increase in average weekly hours following the reopening of business establishments closed by the January cold wave. But they remained two-tenths of 1 percent below the February 1976 level.

Gross pay for a married worker with three dependents averaged $184.55 a week in February. Expressed in 1967 dollars, this came to $104.09. And with taxes removed, the net real spendable earnings averaged $91.77 a week, 23 cents less than in February 1976 and not much more than the $91.32 weekly average for the calendar year 1965.

The February increase in retail prices was the second sharp monthly rise in consumer prices in a row and pushed the government's consumer price index to 177.1 percent of its 1967 base. This means that typical retail goods and services costing $100 in 1967 cost $177.10 last month.

If prices were to continue to rise at the February rate for a full year, the nation's annual inflation rate would be 12 percent. Most economists discount such a trend, however, and the Carter Administration said it did not view last month's CPI rise as indicative of "a long-range problem."

Fresh vegetable prices, which rose a record 20.9 percent in February, already are decreasing and are expected to decrease further as the good weather comes in. They accounted for almost half the February rise in the CPI's food component and about one-fourth the increase in the total index. Fresh fruit prices also rose steeply, increasing by 4.1 percent over the month.

BLS said the price increases were the result of short supplies of many vegetables and citrus fruits which were curtailed by adverse winter weather.

Food prices, a volatile component of the CPI, accounted for about half the February rise in the index. They rose 2 percent over the month, while prices of commodities other than food increased seven-tenths of 1 percent, and the cost of services rose six-tenths of 1 percent.

The 1 percent jump in the CPI followed an increase of eight-tenths of 1 percent in January and an average monthly increase of slightly over three-tenths of 1 percent during the last four months of 1976. The February rise was the highest since a 1.1 percent increase in September 1974.

CPI Index Revisions Postponed to Fall

The long-awaited revision of the government's current consumer price index, scheduled for completion in April, has been delayed until next fall, the Bureau of Labor Statistics announced.

Although much of the work required for the revision has been completed, serious computer problems will delay introduction of the expanded CPI, the bureau said. BLS is revising the list of items that it samples monthly for urban wage earners and clerical workers, and creating an altogether new index for all urban consumers.

Many union contracts contain provisions that tie benefits to rises in the CPI. The revision process has been in the works for years.

LEGISLATIVE-POLITICAL conference of the Communications Workers hears House Majority Leader James Wright (Tex.). Seven hundred delegates attended.

Meany Hits Administration Plan For 'Shameful' $2.50 Pay Floor

(Continued from Page 1)

Chairman John H. Dent (D-Pa.) told Marshall: "With all due respect, I would not be truthful with you if I said I had any sympathy with this proposal."

Dent is chief sponsor of a bill that would peg the minimum wage at 55 percent of average factory pay—or $2.85 an hour—30 days after its enactment, and automatically adjust the floor to 60 percent of the average manufacturing hourly rate each Jan. 1 thereafter. This would put the rate at $3.04 next Jan. 1.

Dent estimated that an additional 8 million low-wage earners would receive increases under his bill but only 4 million under the Administration plan.

Rep. Joseph M. Gaydos (D-Pa.) suggested that Marshall might want to reconsider his proposal "because millions of low-income Americans will be disappointed and economically devastated" if the Administration plan is adopted.

Noting that Congress had just recently voted its members a sizable pay increase, Dent declared that it would be unfair of it not to do better by the country's working poor. No self-respecting congressman could advocate a mere 20-cent hourly raise for minimum-wage workers after receiving a $13,000 annual increase himself, Dent stressed.

While promising to give every consideration to the Administration proposal despite the large differences between it and his own plan, Dent said that the subcommittee "will vote out a bill that does the greatest good for the greatest number."

Marshall told the House panel that the Administration's plan for a minimum wage of $2.50 an hour starting July 1 with 50 percent indexing every July 1 thereafter would lift the wage floor to $2.73 on July 1, 1978, and to $2.92 on July 1, 1979. The indexation would be based on the 12-month period ending in the March before each scheduled adjustment.

Adjustments under the Dent proposal would come automatically on Jan. 1, starting in 1978. The farm worker minimum would be 5 cents less in the first year only.

During questioning that followed Marshall's testimony, Dent said that the Administration proposal provided too little too late.

Dent and other subcommittee Democrats praised Marshall, however, for supporting the idea of indexing and for rejecting any subminimum wage for teenagers, a concept favored by employer groups.

Marshall was emphatic in ruling out a subminimum wage, saying that the time has come to "achieve equality of treatment under the law by providing a single minimum wage level for all employees." There are better ways to deal with high youth unemployment than by lowering wages, he said, adding that the Labor Dept. has under consideration several new programs to solve the problem.

Marshall also agreed with the AFL-CIO that a higher minimum wage will make an important contribution to economic recovery by raising the purchasing power of lower-paid workers and their families and increasing productivity as employers are induced to seek more efficient operations.

The secretary said indexing the wage floor to average factory pay would eliminate the irregular pattern that has characterized the history of minimum-wage adjustments.

The chief debate between Democratic and Republican members of the House panel was over the impact of a higher minimum wage. Rep. John N. Erlenborn (R-Ill.) and other GOP congressmen charged that a higher wage floor would trigger more inflation. Dent replied that this has been the Republican argument ever since the minimum wage first went into effect in 1938.

The truth is, Dent said, that the minimum wage has always trailed both living costs and the average factory worker's hourly earnings.

"These poor people can't pay their electric bill any more than I can," Dent said. The subcommittee chairman, endorsing the indexing concept, noted that as long ago as 1949, the late Sen. Robert A. Taft (R-Ohio) had suggested an identical plan. If Taft's plan had been adopted at the time, the minimum wage would have risen to $3.30 today, Dent said.

Key House, Senate Committees Act To Extend Sick Pay Tax Exclusion

Key congressional committees have endorsed legislation to rectify what the AFL-CIO termed a "grievous error" by Congress—the retroactive denial of sick pay tax exclusion to an estimated 1.2 million persons.

Until the tax law was changed last October, employees who received sick pay or disability benefits during periods of prolonged illness could exclude up to $100 a week of that amount from their taxable income.

Congress both ended that privilege for all but a relatively few persons rated as totally and permanent disabled and made its action retroactive to the start of 1976.

The big majority of those hit with higher taxes as a result of the retroactivity were low and middle income workers, AFL-CIO Legislative Rep. Ray Denison stressed at House Ways & Means Committee hearings.

The Ways & Means Committee concluded its hearings by approving a bill that would restore the former sick pay exclusion for the 1976 tax year—the period covered by income tax returns that are due by Apr. 15, 1977.

The Senate Finance Committee already has unanimously approved a similar measure as an amendment to the tax stimulus bill the House has passed.

Action by the two tax-writing committees makes it probable that Congress will approve restoration of the tax exclusion for 1976. If that is done, persons who have filed tax returns on the assumption that they are not entitled to the sick pay benefit would be able to file amended returns to collect a refund.

Denison told the Ways & Means Committee that the concerns which led to revocation of the sick pay exclusion last year could be met by a phaseout of the tax benefits for persons with higher incomes.

When the issue was being considered last year, Denison said, the AFL-CIO acknowledged that "some tax benefits did go to taxpayers who probably did not need them." But "these problems could have easily been corrected through the legislation adopted by the Senate last year which permitted the full sick pay exclusion for workers with incomes below $15,000; phased out the benefits between $15,000 and $20,000 of income, and eliminated the sick pay exclusion for those with incomes of over $20,000."

The Senate provision was dropped in conference in favor of outright elimination of the benefit, Denison noted. He urged that it be accepted now to apply to tax years after 1976.

If this were done, Denison said, "the tax code would continue to recognize that illness creates extraordinary expenses, and those who most need the benefits would be the only ones to receive them."

Assessment Starts in May For Labor Law Campaign

The AFL-CIO's one-cent-a-month assessment to finance a campaign for labor law reform will begin in May and run through October, Sec.-Treas. Lane Kirkland informed affiliates.

The federation's Executive Council voted the assessment for a major effort to amend the National Labor Relations Act so as to remedy a "gross imbalance in favor of the employer."

Kirkland stressed that the AFL-CIO supports the principle of federal labor law—encouragement of collective bargaining and the free choice of a bargaining representative. But "worker protections today are geared to the conditions of the 1930s and are inadequate in the face of employer tactics of the 1970s."

With the help of a task force financed by the assessment, he said, the AFL-CIO will document the problems in the present law and seek early action by Congress to remedy them.

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Social Justice Coalition Set For Minimum Wage Drive

$2.50 Plan Assailed as 'Inadequate'

A broad-based coalition is being assembled to lead a national campaign for a minimum wage increase sufficient to lift America's lowest-paid workers out of poverty and keep them off the welfare rolls.

The Administration's $2.50 an hour proposal doesn't meet the need, the coalition's four national leaders made clear in a call-to-action telegram to some 200 major organizations with a demonstrated concern for social justice. Labor will be a part of the coalition.

Clarence Mitchell, chairman of the Leadership Conference on Civil Rights, is coordinating the inter-organization effort. The Leadership Conference is itself a coalition of more than 130 organizations that work together for common legislative goals. Also joining the call for a "coalition for a fair minimum wage" were Dorothy Height, president of the National Council of Negro Women, AFL-CIO President George Meany and the Rev. Theodore M. Hesburgh, CSC, president of Notre Dame University and a former chairman of the U.S. Commission on Civil Rights.

The plan is to get the campaign rolling quickly, with an organizational meeting in Washington tentatively scheduled for early April.

Even before the meeting, cooperating organizations have been asked to "send an immediate mes-

(Continued on Page 3)

Greater Accessibility Urged:

Cutbacks Opposed In Food Stamp Aid

Food stamp "reform" should be keyed to making the program more accessible to those who need it, AFL-CIO Social Security Director Bert Seidman urged at House and Senate hearings.

"The AFL-CIO rejects any effort to cut the cost of the program by slashing benefits or eliminating eligible recipients," he testified.

Seidman said prolonged unemployment and inflation have pushed up the cost of the food stamp program. And the "only way" to substantially reduce the cost, he contended, is to sharply reduce unemployment.

A "first priority" for improving the program, Seidman suggested, is to eliminate the present requirement that families buy a specified amount of food stamps at face value before they can receive the free "bonus stamps" the government provides. The amount that must be paid is based on income.

Because many poor people are unable to come up with the necessary cash, only about 40 percent of households with incomes below the poverty level use food stamps, Seidman said. He urged the much simpler mechanism of giving each eligible household the amount of free stamps to which it would be entitled on the basis of income, without requiring purchase of additional stamps.

The food stamp program will expire next Nov. 30 unless Congress acts. Both the House and Senate Agriculture Committees are considering proposals for changes in the program.

Seidman told both groups that the AFL-CIO "adamantly" opposes the perennial conservative attempt to deny food stamps to strikers and

(Continued on Page 2)

Court Holds Safety Law Fines Valid

The Supreme Court unanimously upheld the constitutional authority of the Secretary of Labor to assess fines for violations of the federal job safety law.

In an 8 to 0 decision, the court ruled against two construction firm employers who claimed their Seventh Amendment rights had been violated by the imposition of civil penalties without the benefit of jury trial.

This was the second major challenge to the 1970 Occupational Safety & Health Act within the past two years. In May 1975, the high court upheld the right of the Occupational Safety & Health Administration to set limits on worker exposure to cancer-causing vinyl chloride gas. That challenge was brought by the plastics industry.

The fines against the two construction employers were imposed after workers had been killed in 1972 at job sites operated by the contractors.

- Atlas Roofing Co. of Atlanta

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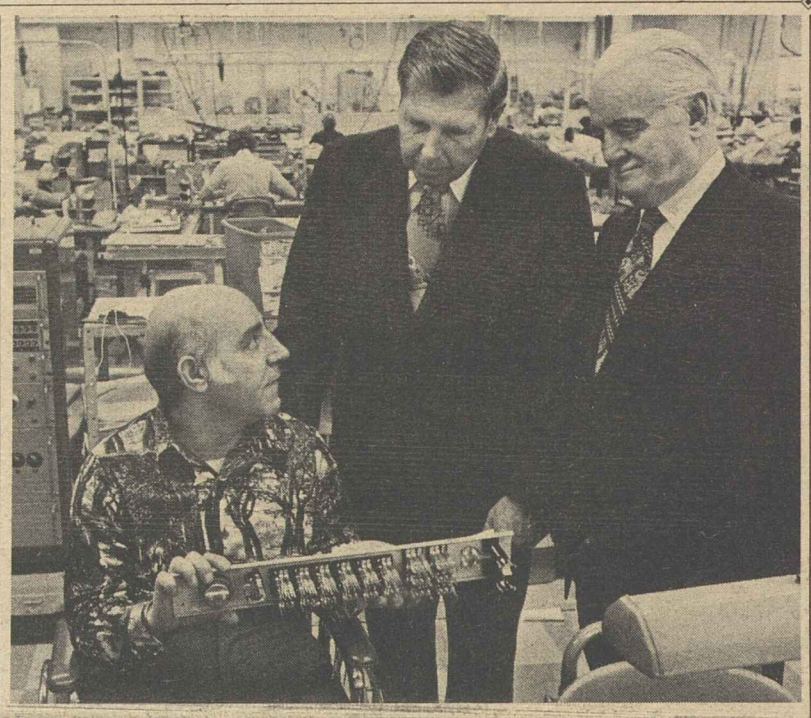

EXPANDING JOB OPPORTUNITIES for disabled workers was the focus of discussion at a labor-industry regional meeting at the Human Resources Center in Albertson, N.Y., in preparation for the White House Conference on Handicapped Individuals. Here, President Charles H. Pillard of the International Brotherhood of Electrical Workers and President Harry Van Arsdale, right, of the New York City AFL-CIO chat with Luigi Lazzaruolo, a foreman in the center's electronics shops. **(Story, Page 7.)**

Despite Setbacks:

Labor Vows Fight On Key Legislation

The AFL-CIO has made clear its commitment to an all-out fight for passage of its wide-ranging legislation program in the 95th Congress.

"The fact that we took a beating on site-picketing is not going to deter us in going ahead and working for this program," Sec.-Treas. Lane Kirkland declared at a dinner marking the dedication of the Michigan State AFL-CIO's new headquarters building in Lansing.

"We've got a hard job ahead of us and it's going to take every bit of effort we have," Kirkland said. "But fight we will, and in this fight there is work to do for all of us."

Thomas R. Donahue, executive assistant to AFL-CIO President George Meany, attacked the "propaganda and slick advertising" tactics used by labor's right-wing opponents to distort the AFL-CIO's goals.

"They may have got a piece of us the other day," he told delegates to the first national legislative conference sponsored by the federation's Public Employee Dept., "but I can assure you that the only result has been to strengthen our resolve, and make us more determined to seek passage of this program."

Donahue branded the Carter Administration's proposal for a $2.50 hourly minimum wage "totally inadequate—not inadequate for union members, who make much more than the minimum wage—but inadequate for those working

(Continued on Page 3)

Meany Sees Best of Debs, Gompers In Today's Trade Union Movement

A labor movement that is rooted in both the social idealism of a Eugene Debs and the pragmatic trade unionism of a Samuel Gompers has changed America for the better and will keep on doing so, AFL-CIO President George Meany declared.

Meany stressed the continuing struggle for "a more democratic, a more just, and a more egalitarian society" in accepting the 1977 Eugene Victor Debs Award of the Social Democrats, USA.

The Social Democrats are descended from the Socialist Party that Debs headed during the first two decades of the century. Debs, who first came to national attention as a railroad union leader, was a critic of the pure trade union approach of the early American Federation of Labor, which Gompers headed.

Despite their lifelong differences, Meany suggested, both men would have been pleased although never satisfied with the changes in American society.

Meany noted that many of the programs that Debs and the early Socialists advocated have become "part of American life." And some old dogmas "have been rightly discarded."

Bayard Rustin, the civil rights leader, is national chairman of today's Social Democrats, and A. Philip Randolph is honorary chairman. Trade union and congressional leaders were among the public figures joining in the tribute to Meany as "the authentic and outspoken voice of American workers," the head of "the strongest organization of free workers in the world."

(Continued on Page 7)

U.S. Loans Still Funding Job Exports

The AFL-CIO asked Congress to tighten its supervision of the Export-Import Bank so that taxpayer loans to other countries don't lead to a loss of American jobs.

Restrictions Congress imposed in 1974 helped somewhat, AFL-CIO Legislative Director Andrew J. Biemiller testified. But he told a House Banking subcommittee that "job exports have continued," although not as blatantly as before.

Biemiller and Legislative Rep. Ray Denison said Congress should take a fresh look to determine if the bank is serving a useful purpose. They urged that any extension of the law authorizing the Export-Import Bank should require

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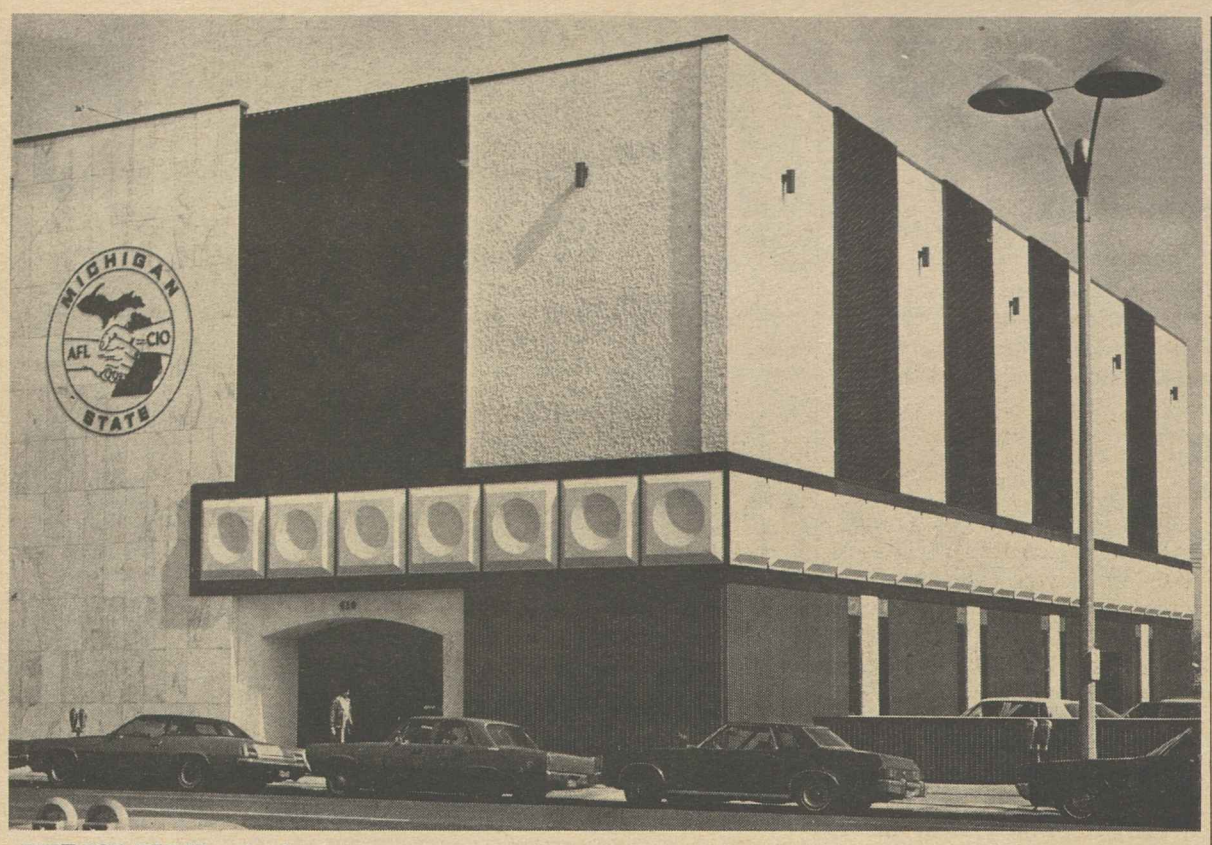


DEDICATION of the new headquarters building of the Michigan AFL-CIO in Lansing commenced with a ribbon-cutting by AFL-CIO Sec.-Treas. Lane Kirkland. The refurbished three-story structure houses state and regional offices of several unions, in addition to the headquarters operations of the Michigan federation. Others officiating in the dedication included State AFL-CIO President William C. Marshall, Sec.-Treas. George B. Watts and Sen. Donald Riegle (D-Mich.).

Michigan Headquarters Dedicated by Kirkland

Lansing, Mich.—"Like the labor movement itself, this new headquarters building is built on solid foundations and it is here to stay," AFL-CIO Sec.-Treas. Lane Kirkland observed at the dedication of the Michigan State AFL-CIO's new office location here.

After cutting the ceremonial ribbon, Kirkland said the three-story structure stood as "a tribute to the leadership and affiliates of the state federation." He also praised the skills of the building tradesmen who worked to convert the former warehouse and commercial office building into Michigan's new "house of labor."

Kirkland said that labor headquarters buildings should stand as showcases and "symbols of the dignity and self-respect of all who toil for a living."

While a sign and symbol of the achievements of the labor movement, the modern building should not overshadow "the real measure of our progress" which is reflected in the standards, conditions, and rights of working people, Kirkland said.

Earlier, Kirkland was honored with testimonial resolutions from both houses of the Michigan legislature, and from the Lansing city council. Kirkland also received a citation making him an honorary alumnus of Michigan State University.

State AFL-CIO President William C. Marshall noted that the building's location in downtown Lansing is in line with labor's commitment to the revival of America's cities. "Show me a country where the cities are in ruins, and I'll show you a country which is in deep trouble," he said.

Lansing Mayor Gerald Graves said the State AFL-CIO's decision to locate its headquarters in the heart of the city would boost current efforts to revitalize the downtown area. Also on hand for the dedication were Gov. William Milliken, Sen. Donald W. Riegle, Jr. (D-Mich.), Rep. Robert Carr (D-Mich.), and the presidents of the State AFL-CIO organizations in Pennsylvania, Iowa and Indiana—Harry Boyer, Hugh Clark, and Willis Zagrovich, respectively.

The building also houses state and regional offices of the Allied Industrial Workers, the United Transportation Union, Postal Workers, Fire Fighters, Utility Workers, Communications Workers, Letter Carriers, Michigan Federation of Teachers, Michigan Building Trades Council, the Greater Lansing Central Labor Council, and Council 12 of the State, County & Municipal Employees.

Bishops Press For Passage Of Jobs Bill

The Humphrey-Hawkins bill represents "the most comprehensive and useful approach to full employment now before Congress," an official of the U.S. Catholic Conference declared.

Msgr. Francis J. Lally, secretary of the conference's Dept. of Social Development & World Peace, wrote a group of top-level Administration officials of the concern of the nation's Catholic bishops.

"They believe that present rates of unemployment are unacceptable," he wrote, "and they have expressed deep and immense concern about the high levels of unemployment projected for years to come and their human and social costs."

The letter noted that President Carter "campaigned on platform pledges to support comprehensive full employment legislation" and declared that "we expect these commitments to be kept."

Food Stamp Charges Held Unnecessary

(Continued from Page 1)

their families who qualify on the basis of need.

"Since strikers represent only two-tenths of 1 percent of food stamp participants, their elimination would produce negligible program savings. But by denying food stamps to needy strikers and their families, the proponents of the recurring anti-striker amendment hope to starve back to work those men and women," Seidman declared.

He stressed that since strikers must meet the same eligibility and need standards as other applicants, "their families have a right to food stamp assistance the same as all other needy Americans."

Last year, the Ford Administration sought to revamp the program by changing the regulations, thus bypassing the congressional role.

As Seidman noted, the action was temporarily halted by a court order obtained "by an anti-hunger coalition of labor, church, senior citizens, civil rights, nutrition, women's and civic organizations, as well as many mayors and governors."

The regulation change was cancelled by the Carter Administration when it took office, but Seidman warned that "there are still powerful forces intent on slashing the food stamp program."

Discussing the wide assortment of bills that have been introduced to change the program, Seidman said the AFL-CIO objects to proposals that eligibility be based on income received, during the 30 days prior to submitting an application, rather than on current income.

Persons who have suffered a loss of income by becoming unemployed or losing child support payments shouldn't have to wait 30 days before they can obtain food, he said.

PED Conference Warned:

Public Sector Target Of Anti-Union Attack

Public employees have become the major focus of a general campaign now under way against organized labor by groups totally opposed to the fundamental concepts of trade unionism, President William H. McClennan of the AFL-CIO Public Employee Dept. told the first national legislative conference sponsored by PED.

"For public employee unions and their members, it's the 1930s revisited," McClennan told the 350 local union leaders representing the 29 unions affiliated with the department.

"You are being battered with the same weapons used to break unions 40 years ago in the pre-Wagner Act world of private industry—court injunctions, jail sentences, punitive laws, harsh fines, and public apathy and mistrust."

The conference, a follow-up to the department's executive board action in February in which PED's legislative program was outlined, highlighted national public employee issues. Participants in the two-day meeting in Washington also called upon their congressional delegations to press for support of PED positions.

Thomas R. Donahue, executive assistant to AFL-CIO President George Meany, told the public-employee unionists that "your fights are the labor movement's fights," and the AFL-CIO fully backs the department's goals.

All Americans, including public workers, must have the right to bargain collectively with their employer, he declared. Public employees, no less than any other group of workers, have "a natural-law right to associate themselves into unions and to meet their employer face-to-face to negotiate the conditions under which they will work," Donahue said.

While a collective-bargaining law for public workers should top PED's list of legislative objectives, other important items include social security protection, revision of the Hatch Act to give government workers basic political rights, and protection of the rights of postal workers.

The conference adopted a resolution opposing any attempts to dilute the principle of pay comparability between public and private employees and expressing its "deep disappointment" at the Carter Administration's proposal to make wage surveys between the two groups every three years instead of annually.

Highlighting the conference was a panel discussion of national issues confronting public workers by George Hardy, president of the Service Employees; Albert Shanker, president of the Teachers; John F. Leyden, president of the Air Traffic Controllers; Dan V. Maroney, Jr., president of the Amalgamated Transit Union; David Johnson, executive vice-president of the Postal Workers, and Joseph P. Gleason, executive vice president of the Government Employees.

Speakers included Frank Moore, President Carter's special assistant for congressional liaison.

Listing the department's legislative goals, McClennan pointed out that many are included in the 1976 Democratic Party platform to which Carter committed himself. Among them are a national collective bargaining law for public employees and liberalization of the Hatch Act, "and we're going to hold them to that platform," McClennan said.

McClennan, who also is head of the Fire Fighters, said the PED will seek legislation to protect public workers' pension systems, insure their job safety and health, alleviate the fiscal problems and decay of America's cities, and to insure the financial integrity of the U.S. Postal Service.

Kistler Predicts Gains In White Collar Unions

Tucson, Ariz.—Director Alan Kistler of the AFL-CIO Dept. of Organizing & Field Services debunked the "myth" of incompatibility between professional workers and unions at the spring meeting of the Industrial Relations Research Association here.

"There is a trend toward unionization among white-collar workers everywhere," Kistler observed. "Real estate and banking may be as well organized in the future as construction is today."

He pointed to the recent chartering by the AFL-CIO of a union of school administrators, widening interest in organization among physicians, and the sustained expansion of union membership among federal, state, and local government workers.

The direction of organizing in the future is upward, "and we are on the verge of great growth," Kistler said. "We have a coordinated organizing apparatus now in its initial stages, which you will be hearing more about."

Kistler told the IRRA delegates, who represent labor, industry, education, and industrial relations practitioners, that employers who flee to the Sun Belt states will find their workers following them, and that "where people go their unions tend to go as well."

Labor Sec. Ray Marshall, who is the current IRRA president, outlined his department's position on labor legislation, singling out the need to improve the "cumbersome" collective-bargaining machinery.

In moving toward full employment, Marshall said that while "we're not likely to move as fast as some want . . . we'll move steadily toward full employment."

Markley Roberts, an AFL-CIO economist, discussed three major areas in which the federation will push strenuously for effective action in the 95th Congress: jobs, inflation, and labor-legislation reform.

He said that disagreements with the Carter Administration on measures to restore full employment to the economy are a matter of emphasis rather than goals. The White House wants to spread its $30 billion economic stimulus over the next two years mostly in the form of tax cuts and rebates while "we say let's have $30 billion in job-creation programs this year."

Problem Worsens:

Labor to Mount Full Effort To Enact Legislative Goals

(Continued from Page 1)

Americans who toil for the lowest wages." He vowed that labor will make a major effort to enact a federal minimum wage "high enough to break the trap of poverty for the working poor."

In his Lansing address, Kirkland warned that labor is engaged in "one of the toughest fights we have ever been in," and the the full unity of the trade-union movement will be needed.

"The NAM and the Chamber of Commerce and the so-called Right-to-Work Committee and all of its fronts and its offshoots have built a mammoth war chest to use in the battle," he cautioned. "They will have all the propagandists and lobbyists that money can buy, and they will get free services from most of the nation's publishers and editorial writers."

The AFL-CIO's effort will focus on obtaining full support for its cause from the public and the trade-union movement, he said.

"If we can get through the smokescreen of manufactured opposition, the plain people of America will listen to our case," he declared. "If we do justice to our own cause, they will understand and support."

The lesson of the site-picketing defeat, Kirkland said, is that "we all need each other, and we're going to have to stand together."

He predicted a barrage of anti-union propaganda from conservative groups such as the National Right to Work Committee when repeal of Section 14(b) of the Taft-Hartley Act comes before Congress.

"We still have a very good shot at getting 14(b) repealed," Kirkland told the 600 persons at the dedication dinner.

"It is a powerful union-busting weapon that Congress has given to unfair employers who need no more weapons. To permit states to negate federal policy is absolutely contrary to the idea of any nation, uniform labor-relations policy."

Kirkland said the AFL-CIO wants some teeth put in the nation's labor laws to protect workers from the current imbalance favoring employers.

"Today, all across the land, unfair employers refuse to negotiate, refuse to recognize the elected representation of their employees," he declared. "Workers who refuse to kneel, who stand up for their rights, are fired, demoted, humiliated as an 'object lesson' to others who trust in the laws of their country, and try to do what they are lawfully entitled to do.

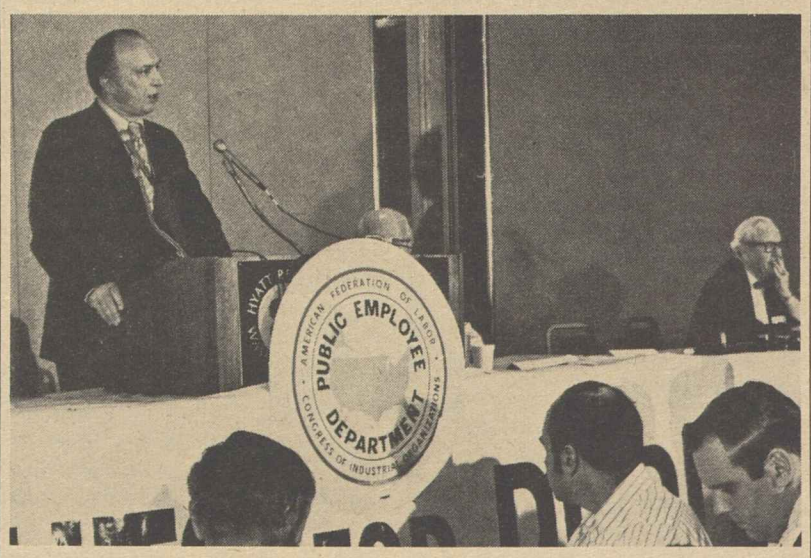
"It is as if Congress had never spoken, as if there were no National Labor Relations Act and, indeed, no Bill of Rights."

In his address to the PED legislative conference, Donahue said that the House vote on the site-picketing bill showed that the balance of power in this country is still on the side of "the monied interests, the bankers, the builders, the media, the conservative political philosophers, and the Congressmen who vote their way." But, he warned, "it is still early in the game, and all those editorial pundits who are counting us out so early will be carefully rewriting their words a couple of months from now."

He stressed that a major goal of the federation in the 95th Congress is passage of legislation to assure public employees and farm workers the basic right to form unions and bargain collectively.

Also high on labor's legislative agenda, he noted, are revision of the Hatch Act that denies basic political rights to government workers, a federal strip-mining reclamation law, national health insurance, and a law giving cargo preference to American-flag vessels.

The AFL-CIO by itself cannot do the job, Donahue reminded the local union leaders. "You have a heavy responsibility to carry the message to your congressmen and senators, to your own union's members, to the American public."



LABOR WILL REDOUBLE its effort in pressing for an overhaul of federal labor laws after suffering a setback on the site-picketing bill in Congress, Thomas R. Donahue, executive assistant to AFL-CIO President George Meany, declared at the Public Employee Dept. national legislative conference in Washington.

'It Doesn't Reach!'

NLRB Changes Policy On Certification Delay

The National Labor Relations Board has overturned a 1974 position and will no longer delay the certification of a union as bargaining agent because of charges of discrimination based on race, sex or national origin.

Instead, the board said, it will proceed with certification and handle any allegations of discrimination through unfair labor practice proceedings.

In reversing itself, the board said the revised handling of the discrimination issue gives affected workers and members of a union the full protection of the law without denying or delaying the employees' right to services of a representative they designate to deal with their employer.

"In our view," a majority of the board's members said, "neither the Fifth Amendment to the Constitution, nor the National Labor Relations Act, as amended, requires the board to resolve questions of alleged invidious discrimination by a labor organization before it may lawfully certify the union as the exclusive bargaining representative of employees in an appropriate unit.

"Indeed, it appears to us that the contrary is true, namely, that the board is not authorized to withhold certification of a labor organization duly selected by a majority of the unit employees."

The decision, agreed to by Chairman Betty S. Murphy and Members John H. Fanning and John A. Penello, overruled the board's finding in an earlier case in which it held that unions that discriminate should not enjoy the benefits of the NLRA, including the right to be recognized as a bargaining agent following a representation election.

The board concluded that the earlier decision gave employers opportunities for delay by enabling them to inject charges of discrimination to avoid collective bargaining.

The NLRB added that even a union that engages in some unlawful discrimination may be the best available in the opinion of the workers in the unit. Also, it said, a union with a past record of discrimination may be preferable for minority workers to no union at all since, without a union, the minority workers are at the mercy of their employer who has no duty of fair representation to fulfill.

The latest decision stemmed from a union election involving employees of Handy Andy, Inc., a San Antonio, Tex., grocery concern, and Teamsters Local 657. The members voted 108 for the union and 66 against. The employer then sought to withhold certification of the union, citing several federal circuit court rulings that provisions of the Teamsters' national master freight agreement were discriminatory and unlawful.

The board noted that the Handy Andy bargaining unit contained 58 blacks and 114 workers with Spanish surnames out of 211 employees, indicating that the union was obviously favored by a substantial percentage of minority workers.

"Indeed, it appears that the employer's purpose is to delay the onset of bargaining, rather than to protect the minority or female employees from actual discrimination by the bargaining representation," it said.

Board Member Peter D. Walther issued a concurring opinion while Member Howard Jenkins, Jr., dissented.

SEIU to Help Ex-Offenders Obtain Jobs

Chicago — The Service Employees launched a new program here to provide 140 ex-offenders with job counseling and placement services during the next nine months.

The project is sponsored by SEIU District Council 1 with the assistance of the AFL-CIO Human Resources Development Institute. It is a direct offshoot of a program HRDI conducted here in 1975 in cooperation with the federal Bureau of Prisons.

SEIU will draw the 170 participants from community treatment centers in Chicago and place 70 former prisoners in jobs that pay at least $3 an hour.

HRDI worked with the SEIU council in gaining labor support for the project and in drafting a proposal to the federal Law Enforcement Assistance Administration, which approved a $30,539 grant to help finance the project. An additional $4,000 in funds came from the Dept. of Housing & Urban Development.

Minimum Wage Drive Enlists Broad Coalition

(Continued from Page 1)

sage to President Carter calling for a minimum wage that will provide a decent living, free of welfare reliance, for men and women workers and will give them the buying power essential to their and the nation's economic recovery.

- The estimated 3 million workers now being paid the $2.30 federal minimum wage are receiving 61 cents an hour less than would be needed to reach the family poverty cutoff level.
- It would take a minimum wage increase of 53 cents just to restore the buying power lost to inflation since 1974, when the minimum wage law was last amended.

The coalition organizers branded "inadequate and unfair" the Administration proposal to raise the wage floor a mere 20 cents and in the future tie it to 50 percent of the average wage level.

Such a plan merely "locks them into a poverty wage for the future. Many full-time minimum wage workers will still have to seek supplemental welfare assistance in order to have any standard of decency."

The coalition telegram contrasted the Administration proposal with the bill introduced by Rep. John H. Dent (D-Pa.), which would start with a rise in the wage floor to $2.85 and as of next January link the minimum wage to 60 percent of the average manufacturing wage, with annual adjustments to maintain the ratio. Sixty percent of the current manufacturing wage comes to $3.04 an hour.

Dent is chairman of the House subcommittee that has held hearings on the Fair Labor Standards Act, and it was to that subcommittee that Labor Sec. Ray Marshall brought the Administration's minimum wage proposal.

Meany branded it "shameful" and "a bitter disappointment" to everyone who looked to the Carter Administration for economic justice. Other concerned groups expressed similar shock, and within a week the plans for the coalition campaign were being shaped.

Kamber Named to Head Labor Law Task Force

AFL-CIO President George Meany has appointed Victor Kamber director of a special federation task force on labor law reform authorized by the Executive Council.

Kamber, director of research for the Building & Construction Trades Dept. since 1974, is an attorney who has served as an administrative assistant on Capitol Hill and as a faculty member at Georgetown University in Washington.

The task force was set up by the council to conduct a major campaign to amend the National Labor Relations Act to overcome "a gross imbalance in favor of the employer" and restore "equity and prompt justice" to the American worker and to develop a campaign in support of other elements of the federal labor legislative program.

The council voted a one cent per member per month assessment to begin in May and run through October 1977 to finance the campaign and the work of the task force.

Working with Kamber on the task force will be Ray Denison, AFL-CIO legislative representative, who has been assigned full time to the campaign, and Doris Hardesty, a former staff member in the federation's civil rights and political education departments, to work with community organizations.

Meany has instructed staff departments of the federation to provide all possible support to the task force.

Common Sense Labor Law

WE WANT THE CONGRESS to put some teeth in the nation's labor laws. We are not looking for any new laws. We want only to make the old one work. We are confident that it can and will work if the most glaring and inexcusable deficiencies and procedures are corrected.

We want some common sense in the law reflecting the lessons of 30 years of practical experience since the last major revision, by an anti-labor majority, of the National Labor Relations Act.

We want Congress to set definite time limits for the holding of NLRB representation elections, where no major legal issue is involved.

We want Congress to provide for preliminary injunctions to prevent employers from discriminating against workers who exercise their right to organize and we want that legal right when the discrimination takes place, not years afterward.

We want Congress to expand the Labor Relations Board from five members to nine, as the labor-law section of the American Bar Association has recommended.

We want Congress to arm the board with the power to issue self-enforcing orders, rather than having to go to courts that are also overburdened.

We want Congress to clarify certain provisions in the laws that have confused the courts and the board, resulted in contrary rulings in similar cases and created more disputes than they have resolved.

We want Congress to provide that unfair labor practice charges filed by unions are given the exact treatment as those filed by management. That's not the way it is today. Charges filed by unions bring only cease-and-desist orders, which are ignored. But the employer gets swift, effective, even vindictive remedies.

WE WANT CONGRESS to repeal Section 14(b) of the Taft-Hartley Act. Section 14(b) is a powerful union-busting weapon that Congress has given to unfair employers who need no more weapons. To permit states to negate federal policy is absolutely contrary to the idea of any national, uniform labor-relations policy.

We want the Congress to end government subsidies for companies that consistently and repeatedly and flagrantly violate the nation's labor laws.

Finally, we want Congress to end another long-standing source of injustice and discrimination by seeing to it that every worker in America is fully and equally protected by the nation's fundamental labor law.

This is one of the toughest fights we have ever been in. The National Association of Manufacturers, the Chamber of Commerce and the so-called Right to Work Committee and all of its fronts and its offshoots have built a mammoth war chest. They will have all the propagandists and lobbyists that money can buy, and they will get free services and support from most of the nation's publishers and editorial writers.

But we have something more important on our side. We have American history and the American ideals of justice, fair play and equality under the law. If we can get through the smokescreen of manufactured opposition, the plain people of America will listen fairly to our case. If we do justice to our own cause, they will understand and support. That is all that we can ask and that is all we need.

—AFL-CIO Sec.-Treas. Lane Kirkland in an address to the Michigan AFL-CIO.

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The Scalpers

Poor Now Pay for Rich:

Energy Needs Require Switch In Upside-Down Utility Rates

By Gus Tyler

AFTER YOU LOOKED at your recent electric bill you may have hollered, "Help." If so, there is an organization that is ready to throw you a "lifeline."

The organization is the Paul H. Douglas Consumer Research Center of Consumer Federation of American and its rescue device is called Lifeline.

A recently published issue of Action Faction, the center's fact-filled little magazine on consumer affairs, explains the perverse way in which our present electric rates are set up and set forth a way to straighten out this perversity.

Right now, the more electricity you use, the less you pay per unit and the less electricity you use, the more you pay. The electric industry even has a high-sounding name for this madness, called "declining cost structure."

The reason for this upside-down rate structure lies in a past situation when electric companies found it cheaper to sell more, rather than less, power. Once the plant was built and the lines were laid, the companies had little need to get involved in big capital costs to repeat the same.

Hence, after they had met their basic costs and had made some profit, they were ready to sell added electricity cheaply, because the extra sales were all gravy.

But now things have changed. As consumers demand new electricity, the electric companies find that their old plants and lines are inadequate and they must expand their operation—at high costs.

These new high costs are passed on to the consumer. As a result, says Action Faction: "the consumer whose use of electricity is not increasing, or who may even be curtailing his use of electricity, ends up paying for the utility's expansion costs, which have been necessitated by the demands of large electricity users.

"In other words, the small user now pays for the excesses of the big user. Since the big users tend to be the wealthier households, the result is that the poorer families pay for the richer.

"The utilities sort of like this arrangement. Most states allow them to operate on a 'cost-plus' basis; that is, at a return that will give them a profit on their costs. The bigger the cost, the bigger the profit.

"Accordingly, utilities may purchase excessive supplies, or build new power plants whether they are needed or not, in order to be allowed to collect more profits than they could earn with a lower rate base."

To reverse this perverse process, Action Faction proposes a Lifeline system, under which there would be a set price per kilowatt hour for a set amount of hours, estimated to be sufficient to support the basic necessities of modern life—lighting, heating and refrigeration. Above that, you would pay more—not less—per hour.

The system would not have the poorer paying for the richer. In addition, this system would also encourage less use—and the conservation of power.

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'We're Going To Make It'

In the postmortems over situs-picketing, we've seen lots of explanations. . . . The bottom line is: we didn't have the votes. Next time we will.

We were beaten by a very strong coalition of anti-union right-to-workers, who are philosophically against unions, non-union constructioners who are against unions for their own business reasons, and the traditional, monied, conservative interests of this country who are against anything which they perceive as adding to the strength of working people.

The anti-union message carried the day. But I have too much confidence in the American people's belief in justice and fair play to think that the tactics of the opposition will work again—unless we let them work.

We've got a story to tell. We've got a factual, rational, reasonable case to make for every piece of legislation we seek. And we are going to make it.

—From a speech by Thomas R. Donahue, executive assistant to AFL-CIO President George Meany, at legislative conference of the Public Employee Dept., Mar. 29, 1977.

Meany Cites Record:

American Labor's Progress Marked Since Days of Debs

The following is excerpted from an address by AFL-CIO President George Meany accepting the 1977 Eugene V. Debs Award of the Social Democrats USA.

WHEN WE THINK OF GENE DEBS the trade unionist, we think of the Pullman strike of 1894—the so-called Debs rebellion. It was a great strike. The issues could not have been clearer. The company could not have been more morally wrong; the workers could not have been more militantly right. It was a tremendous, dramatic, classic labor struggle. It had only one drawback: The strike was smashed. The workers lost.

They did not lose for lack of charismatic leadership. Debs had charisma enough. He was also a prudent man, who really worked to avoid the strike.

No, the workers lost because of the overwhelming power of the forces arrayed against them—a rich and brutual company, a hostile President, a trigger-happy National Guard, a private army of goons, public indifference. Against these forces, the workers were too weak and poorly organized to prevail.

Now I suppose there are areas in this country where this kind of power imbalance still exists, where the alignment of forces is so favorable to management and so hostile to organized workers that union victories are few and far between. And, of course, it is still true that the labor movement as a whole has hardly achieved equality of power with the big corporations.

Nonetheless, there has been, overall, a fundamental and, I believe, lasting shift in the alignment of force as between labor and capital. It is a shift that would have pleased, though not of course satisfied, Debs. In any case, it is a shift that has had a profound impact on American society.

The American worker today gets more respect on the shop floor than any worker in the world. He is not locked into the kind of class system that exists in much of the old world and demands a deferential attitude on the part of the worker towards his so-called "betters."

Nor need an American worker feel that the government is completely stacked against him—as once seemed the case. Big business still exercises more than its fair share of influence over government policy, but we have a say, too—and we have more and more to say. And because we have more to say, the American people are better off.

So, the trade union movement has come a long way since Debs. Sometimes, we forget how far. Take, for example, the question of civil rights.

As late as 1893, Debs's own union, the American Railway Union, had a constitutional provision restricting membership to "whites only." Debs himself tended to the view that black workers had no special or distinct problems that needed to be specifically addressed. All the problems of black Americans, he thought, would be solved as part of the class struggle of the working class as a whole against the bosses.

We've come a long way from this view. Of course, the "whites only" clauses have been eliminated from just about all union constitutions. But more than that, we have recognized that black Americans do have special problems, the result of their unique history in America, and that their problems must be addressed directly. And we have learned that it's not enough to tear down the racial barriers—in unions or anywhere else. We need to provide training and education and other forms of assistance to insure that equality of opportunity is not a hollow phrase.

TAKE ANOTHER example of the progress we have made as a trade union movement. Certainly, one of Debs's chief criticisms of the old AFL was that it was not sufficiently involved in politics. Of course, Debs had in mind a specific political program that would have tied the labor movement to the Socialist Party or to some kind of labor party. Neither has proven viable in the United States, although some diehards refuse to recognize that reality.

Nonetheless, the American trade union movement today is more deeply involved in politics than its most politically-oriented critics could have believed possible a few decades ago. Our Committee on Political Education is the single most effective political machine in the country. Certainly, in terms of involving people in electoral activity, it is far more effective than either the Democratic or Republican Party apparatus.

In the final analysis, this is not a machine based on money. We can't compete with the big corporations in that field. Our machine is based on people—on our ability to turn out tens of thousands of people to work for pro-labor candidates. It is a people's machine.

And our legislative operation is truly a people's lobby. It doesn't work only for trade union objectives, in a narrow sense. It works for consumers, for the unemployed, for the elderly, for the handicapped. Our trade union movement is involved in every issue that affects the daily lives of working people—housing, education, health care, energy, the environment—you name it.

I don't know whether this is "pure and simple unionism" or "business unionism" or "social unionism" or "political unionism." None of these labels tells the true story of what the trade union movement is today. One thing is for sure: It is a more sophisticated, effective, broad-based, democratic, and involved movement today than it was ten, twenty, or thirty years ago, let alone in the days of Gene Debs.

Election Day Sign Up:

Record Voter Turnout Forecast With Carter Registration Plan

PRESIDENT CARTER'S universal voter registration proposal will produce record-breaking turnouts in future federal elections, Richard Murphy, legislative and COPE director of the Service Employees, predicted.

Murphy said that the measure to allow voters to register at the polling place on election day and vote at the same time could be in place as early as the 1978 congressional elections. He pointed out that the simplified system has drawn strong bipartisan support in Congress, adding that polling place registration is even better and would cost less than the mail registration bill that cleared the House last year, but died when a Senate filibuster loomed.

Universal voter registration would swell voter participation as much as 15 percentage points over the 1976 level, Murphy declared, which would be a "substantial step forward in citizen involvement in the political processes."

Murphy said on Labor News Conference that requiring voters to register 30 days or more before election day, as is now the case in most states, puts an unfair and often prohibitive burden on working people. He pointed out that very few workers are allowed time off to register, yet registration offices are commonly open only during hours when most workers are at their jobs.

"Our members aren't making the kind of money that they are going to be able to take a couple of hours off from work, pay for a bus to go downtown to register, or pay for parking," he said. The result is a "built-in poll tax," which would be ended with universal registration, he declared.

Murphy said that contrary to claims made by the opponents of any idea to make it easier for more citizens to vote, the likelihood of abuse or fraud under the Carter proposal is remote. He noted that the legislation spells out severe penalties for fraud—fines up to $10,000 or five years imprisonment, or both.

Anyone risking penalties like those by "voting more than once is a real wild character playing Russian roulette," he asserted.

By Press Associates, Inc.

A STRANGE PSYCHODRAMA has been playing in Washington, D.C., the past couple of months as the chief concern of many officials seems to be something called "business confidence."

The problem seems to be that the rugged individualists of free enterprise have lost their "confidence." So it has to be regained, restored and reassured.

The Carter Administration, in its economic stimulus package now moving through Congress, offers an investment tax credit or payroll credit to encourage business to expand operations.

That's not enough. Business leaders have come to Washington seeking "reassurance." They say they need capital and can be "reassured" through permanent cuts in corporation taxes, higher depreciation allowances and reduced capital gains taxes. One businessman told Congress this would "bolster business confidence."

Treasury Sec. W. Michael Blumenthal went to New York to hold the hands of corporate executives. "President Carter is not a spender—far from it," Blumenthal reassured them.

On the Washington scene, Federal Reserve Chairman Arthur Burns, who was trained as an economist but often talks like a psychologist, warns Congress that a big federal deficit will weaken the "confidence factor" of businessmen. Burns speaks of "nervous" credit markets, puffs on his pipe, and says that the economy is coming along just about right and needs no government stimulus.

A congressman worries that if Congress votes bigger tax cuts or spending increases to spur economic growth, "we'll scare business" and adds: "Perhaps we need psychologists more than we need economists."

It is about time to start worrying about the confidence of the American people. The people voted last November for new leadership and new directions. They voted to rid themselves of the Nixon-Ford policies of prolonged recession and high unemployment to fight inflation.

Of the many millions who have gone so long without jobs, about 3.4 million are young people aged 16 to 24. The teenage unemployment rate is more than 18 percent. In the ghettos, the teenage jobless rate runs to 40 and 50 percent. Many youngsters have never worked. They have dropped out of school and out of society.

PERHAPS THE FIRST small step toward regaining the confidence of America's youth came with Carter's Mar. 9 message to Congress on youth employment.

Carter proposed a three-part program. First, a National Youth Conservation Corps similar to the New Deal's CCC would spend $350 million over 18 months to create 35,000 jobs. Second, a Youth Community Conservation & Improvement Project would spend $250 million for 30,000 jobs over 18 months. Third, current employment and training programs of the Labor Dept. would spend $900 million to put 138,000 youths 16-21 years old to work.

Carter took his inspiration from Franklin D. Roosevelt's 1933 message proposing the Civilian Conservation Corps. Under the CCC program, in less than three months there were 1,300 camps and 300,000 youth were in the woods. They planted trees, built fishponds and dams and diversion ditches. They raised bridges and firetowers and fought tree diseases. They restored historic battlefields, and cleared beaches and camping grounds.

As Arthur Schlesinger wrote in his book on the New Deal: "They reclaimed and developed themselves. . . . Their muscles hardened, their bodies filled out, their self-respect returned. They learned trades; more important, they learned about America and they learned about other Americans."

More than 2.5 million young people passed through those CCC camps. One city boy said: "I feel almost as if I owned that land. Someday, when those trees I planted grow large, I want to go back and look at them."

That is the kind of "confidence" America's leaders should be concerned about.

RECORD-BREAKING turnouts in future federal elections are sure to flow from the universal voter registration measure that President Carter has urged Congress to adopt, Richard Murphy, center, legislative and COPE director for the Service Employees, predicted. He was questioned on Labor News Conference by Harry Conn, left, of Press Associates, Inc., and Fred Frailey of U.S. News & World Report. The weekly radio interview is produced as a public service by the AFL-CIO.

House Rollcall on Situs Picketing Bill

The construction site picketing bill that the House defeated by a 217-205 vote on Mar. 23, 1977 was strongly supported by the AFL-CIO and its building trades affiliates.

Right votes (R) for the bill were cast by 191 Democrats and 14 Republicans. Voting wrong (W) were 88 Democrats and 129 Republicans.

Numerals show districts; AL—at large; PR—paired right; PW—paired wrong; A—absent and not paired.

ALABAMA
1. Edwards (R) W
2. Dickinson (R) W
3. Nichols (D) W
4. Bevill (D) W
5. Flippo (D) W
6. Buchanan (R) W
7. Flowers (D) W

ALASKA
AL Young (R) W

ARIZONA
1. Rhodes (R) W
2. Udall (D) R
3. Stump (D) W
4. Rudd (R) W

ARKANSAS
1. Alexander (D) W
2. Tucker (D) W
3. Hammerschmidt (R) W
4. Thornton (D) W

CALIFORNIA
1. Johnson (D) R
2. Clausen (R) R
3. Moss (D) R
4. Leggett (D) R
5. Burton John L. (D) R
6. Burton, Phillip (D) R
7. Miller (D) R
8. Dellums (D) R
9. Stark (D) R
10. Edwards (D) R
11. Ryan (D) W
12. McCloskey (R) R
13. Mineta (D) R
14. McFall (D) R
15. Sisk (D) A
16. Panetta (D) R
17. Krebs (D) W
18. Ketchum (R) W
19. Lagomarsino (R) W
20. Goldwater (R) W
21. Corman (D) R
22. Moorhead (R) W
23. Beilenson (D) W
24. Waxman (D) R
25. Roybal (D) R
26. Rousselot (R) W
27. Dornan (R) W
28. Burke (D) R
29. Hawkins (D) R
30. Danielson (D) R
31. Wilson, C. H. (D) R
32. Anderson (D) R
33. Clawson (R) W
34. Hannaford (D) R
35. Lloyd (D) R
36. Brown (D) R
37. Pettis (R) W
38. Patterson (D) R
39. Wiggins (R) W
40. Badham (R) W
41. Wilson, Bob (R) W
42. Van Deerlin (D) R
43. Burgener (R) W

COLORADO
1. Schroeder (D) R
2. Wirth (D) R
3. Evans (D) W
4. Johnson (R) W
5. Armstrong (R) W

CONNECTICUT
1. Cotter (D) R
2. Dodd (D) R
3. Giaimo (D) R
4. McKinney (R) R
5. Sarasin (R) R
6. Moffett (D) R

DELAWARE
AL Evans (R) W

FLORIDA
1. Sikes (D) W
2. Fuqua (D) W
3. Bennett (D) R
4. Chappell (D) W
5. Kelly (R) W
6. Young (R) W
7. Gibbons (D) W
8. Ireland (D) W
9. Frey (R) W
10. Bafalis (R) W
11. Rogers (D) W
12. Burke (R) W
13. Lehman (D) R
14. Pepper (D) R
15. Fascell (D) R

GEORGIA
1. Ginn (D) W
2. Mathis (D) W
3. Brinkley (D) W
4. Levitas (D) W
5. Vacancy
6. Flynt (D) W
7. McDonald (D) W
8. Evans (D) W
9. Jenkins (D) W
10. Barnard (D) W

HAWAII
1. Heftel (D) R
2. Akaka (D) R

IDAHO
1. Symms (R) W
2. Hansen (R) W

ILLINOIS
1. Metcalfe (D) R
2. Murphy (D) R
3. Russo (D) R
4. Derwinski (R) W
5. Fary (D) R
6. Hyde (R) W
7. Collins (D) R
8. Rostenkowski (D) R
9. Yates (D) R
10. Mikva (D) R
11. Annunzio (D) R
12. Crane (R) W
13. McClory (R) W
14. Erlenborn (R) W
15. Corcoran (R) W
16. Anderson (R) W
17. O'Brien (R) W
18. Michel (R) W
19. Railsback (R) W
20. Findley (R) W
21. Madigan (R) W
22. Shipley (D) R
23. Price (D) R
24. Simon (D) R

INDIANA
1. Benjamin (D) R
2. Fithian (D) R
3. Brademas (D) R
4. Quayle (R) W
5. Hillis (R) W
6. Evans (D) R
7. Myers (R) W
8. Cornwell (D) R
9. Hamilton (D) W
10. Sharp (D) R
11. Jacobs (D) R

IOWA
1. Leach (R) W
2. Blouin (D) R
3. Grassley (R) W
4. Smith (D) R
5. Harkin (D) A
6. Bedell (D) W

KANSAS
1. Sebelius (R) W
2. Keys (D) R
3. Winn (R) W
4. Glickman (D) R
5. Skubitz (R) W

KENTUCKY
1. Hubbard (D) W
2. Natcher (D) W
3. Mazzoli (D) R
4. Snyder (R) W
5. Carter (R) W
6. Breckinridge (D) W
7. Perkins (D) R

LOUISIANA
1. Tonry (D) R
2. Boggs (D) A
3. Treen (R) W
4. Waggonner (D) W
5. Huckaby (D) W
6. Moore (R) W
7. Breaux (D) W
8. Long (D) R

MAINE
1. Emery (R) W
2. Cohen (R) W

MARYLAND
1. Bauman (R) W
2. Long (D) W
3. Mikulski (D) R
4. Holt (R) W
5. Spellman (D) R
6. Byron (D) W
7. Mitchell (D) R
8. Steers (R) W

MASSACHUSETTS
1. Conte (R) R
2. Boland (D) R
3. Early (D) R
4. Drinan (D) R
5. Tsongas (D) R
6. Harrington (D) R
7. Markey (D) R
8. O'Neill (D) Speaker
9. Moakley (D) R
10. Heckler (R) R
11. Burke (D) R
12. Studds (D) R

MICHIGAN
1. Conyers (D) R
2. Pursell (R) R
3. Brown (R) W
4. Stockman (R) W
5. Sawyer (R) W
6. Carr (D) R
7. Kildee (D) R
8. Traxler (D) R
9. Vander Jagt (R) A
10. Cederberg (R) W
11. Ruppe (R) W
12. Bonior (R) R
13. Diggs (D) R
14. Nedzi (D) R
15. Ford (D) R
16. Dingell (D) R
17. Brodhead (D) R
18. Blanchard (D) R
19. Broomfield (R) W

MINNESOTA
1. Quie (R) W
2. Hagedorn (R) W
3. Frenzel (R) W
4. Vento (D) R
5. Fraser (D) R
6. Nolan (D) R
7. Stangeland (R) W
8. Oberstar (D) R

MISSISSIPPI
1. Whitten (D) W
2. Bowen (D) W
3. Montgomery (D) W
4. Cochran (R) W
5. Lott (R) W

MISSOURI
1. Clay (D) R
2. Young (D) R
3. Gephardt (D) R
4. Skelton (D) W
5. Bolling (D) R
6. Coleman (R) W
7. Taylor (R) W
8. Ichord (D) R
9. Volkmer (D) W
10. Burlison (D) R

MONTANA
1. Baucus (D) R
2. Marlenee (R) W

NEBRASKA
1. Thone (R) W
2. Cavanaugh (D) W
3. Smith (R) W

NEVADA
AL Santini (D) W

NEW HAMPSHIRE
1. D'Amours (D) W
2. Cleveland (R) W

NEW JERSEY
1. Florio (D) R
2. Hughes (D) W
3. Howard (D) R
4. Thompson (D) R
5. Fenwick (R) W
6. Forsythe (R) W
7. Maguire (D) R
8. Roe (D) R
9. Hollenbeck (R) W
10. Rodino (D) R
11. Minish (D) R
12. Rinaldo (R) R
13. Meyner (D) R
14. LeFante (D) R
15. Patten (D) R

NEW MEXICO
1. Lujan (R) W
2. Runnels (D) W

NEW YORK
1. Pike (D) R
2. Downey (D) R
3. Ambro (D) R
4. Lent (R) W
5. Wydler (R) W
6. Wolff (D) R
7. Addabbo (D) R
8. Rosenthal (D) R
9. Delaney (D) R
10. Biaggi (D) R
11. Scheuer (D) R
12. Chisholm (D) R
13. Solarz (D) R
14. Richmond (D) R
15. Zeferetti (D) R
16. Holtzman (D) R
17. Murphy (D) PR
18. Koch (D) R
19. Rangel (D) R
20. Weiss (D) R
21. Badillo (D) R
22. Bingham (D) R
23. Caputo (R) R
24. Ottinger (D) R
25. Fish (R) W
26. Gilman (R) R
27. McHugh (D) R
28. Stratton (D) R
29. Pattison (D) W
30. McEwen (R) W
31. Mitchell (R) W
32. Hanley (D) R
33. Walsh (R) R
34. Horton (R) R
35. Conable (R) W
36. LaFalce (D) R
37. Nowak (D) R
38. Kemp (R) W
39. Lundine (D) R

NORTH CAROLINA
1. Jones (D) W
2. Fountain (D) W
3. Whitley (D) W
4. Andrews (D) W
5. Neal (D) W
6. Preyer (D) W
7. Rose (D) W
8. Hefner (D) W
9. Martin (R) W
10. Broyhill (R) W
11. Gudger (D) W

NORTH DAKOTA
AL Andrews (R) W

OHIO
1. Gradison (R) W
2. Luken (D) R
3. Whalen (R) R
4. Guyer (R) W
5. Latta (R) W
6. Harsha (R) W
7. Brown (R) W
8. Kindness (R) W
9. Ashley (D) R
10. Miller (R) W
11. Stanton (R) W
12. Devine (R) W
13. Pease (D) R
14. Seiberling (D) R
15. Wylie (R) W
16. Regula (R) W
17. Ashbrook (R) W
18. Applegate (D) R
19. Carney (D) R
20. Oakar (D) R
21. Stokes (D) R
22. Vanik (D) R
23. Mottl (D) R

OKLAHOMA
1. Jones (D) W
2. Risenhoover (D) R
3. Watkins (D) W
4. Steed (D) W
5. Edwards (D) W
6. English (D) W

OREGON
1. AuCoin (D) R
2. Ullman (D) W
3. Duncan (D) R
4. Weaver (D) R

PENNSYLVANIA
1. Myers (D) R
2. Nix (D) R
3. Lederer (D) R
4. Eilberg (D) R
5. Schulze (R) W
6. Yatron (D) R
7. Edgar (D) W
8. Kostmayer (D) R
9. Shuster (R) W
10. McDade (R) R
11. Flood (D) R
12. Murtha (D) R
13. Coughlin (R) W
14. Moorhead (D) R
15. Rooney (D) R
16. Walker (R) W
17. Ertel (D) W
18. Walgren (D) R
19. Goodling (R) W
20. Gaydos (D) R
21. Dent (D) R
22. Murphy (D) R
23. Ammerman (D) W
24. Marks (R) W
25. Myers (R) W

RHODE ISLAND
1. St Germain (D) R
2. Beard (D) R

SOUTH CAROLINA
1. Davis (D) A
2. Spence (R) W
3. Derrick (D) W
4. Mann (D) W
5. Holland (D) W
6. Jenrette (D) W

SOUTH DAKOTA
1. Pressler (R) W
2. Abdnor (R) W

TENNESSEE
1. Quillen (R) W
2. Duncan (R) W
3. Lloyd (D) W
4. Gore (D) W
5. Allen (D) R
6. Beard (R) W
7. Jones (D) W
8. Ford (D) W

TEXAS
1. Hall (D) W
2. Wilson (D) R
3. Collins (R) W
4. Roberts (D) W
5. Mattox (D) R
6. Teague (D) PW
7. Archer (R) W
8. Eckhardt (D) R
9. Brooks (D) R
10. Pickle (D) W
11. Poage (D) W
12. Wright (D) R
13. Hightower (D) W
14. Young (D) A
15. de la Garza (D) W
16. White (D) W
17. Burleson (D) W
18. Jordan (D) R
19. Mahon (D) W
20. Gonzalez (D) R
21. Krueger (D) W
22. Gammage (D) R
23. Kazen (D) W
24. Milford (D) PW

UTAH
1. McKay (D) W
2. Marriott (R) W

VERMONT
AL Jeffords (R) W

VIRGINIA
1. Trible (R) W
2. Whitehurst (R) W
3. Satterfield (D) W
4. Daniel, Robert (R) W
5. Daniel, Dan (D) W
6. Butler (R) W
7. Robinson (R) W
8. Harris (D) R
9. Wampler (R) W
10. Fisher (D) R

WASHINGTON
1. Pritchard (R) W
2. Meeds (D) R
3. Bonker (D) R
4. McCormack (D) W
5. Foley (D) R
6. Dicks (D) R
7. Vacancy

WEST VIRGINIA
1. Mollohan (D) R
2. Staggers (D) PR
3. Slack (D) R
4. Rahall (D) R

WISCONSIN
1. Aspin (D) R
2. Kastenmeier (D) R
3. Baldus (D) R
4. Zablocki (D) R
5. Reuss (D) R
6. Steiger (R) W
7. Obey (D) R
8. Cornell (D) R
9. Kasten (R) W

WYOMING
AL Roncalio (D) R

Supreme Court Unanimous:

Safety Law's Fines Held Constitutional

(Continued from Page 1)

was ordered to pay a $600 fine after a worker fell to his death through a ventilating bay in an unfinished warehouse in Charlotte, N.C.

• Frank Irey, Jr., Inc., of Monongahela, Pa., was fined $5,000 following a trench cave-in that killed another worker at a construction project in Morgantown, W. Va.

Both Irey and Atlas were found in violation of OSHA safety standards and were ordered to correct the unsafe working conditions. A fine of $7,500 was originally proposed against Irey. But the Occupational Safety & Health Review Commission, although upholding an administrative law judge's finding that Irey was guilty of a willful violation, reduced the fine to $5,000.

The two employers later sought appeals court review, challenging the job safety law under the Seventh Amendment, which provides that "in suits of common law, where the value in controversy shall exceed $20, the right of trial by jury shall be preserved."

The Third and Fifth Circuit appellate courts rejected the employers' arguments. The high court affirmed the rulings of the lower courts.

Job safety and health experts in organized labor hailed the unanimous court decision as a major victory for the nation's workers and as a vital step in clearing away barriers to the improved enforcement of the 1970 law.

In writing the decision for the court, Justice Byron White stated that "when Congress creates new statutory 'public rights,' it may assign their adjudication to an administrative agency with which a jury trial may be incompatible."

Justice White rejected the employers' contention that the framers of the Constitution did not intend the right of jury trial to depend on the nature of the forum provided by Congress.

"Congress is not required by the Seventh Amendment to choke the already crowded federal courts with new types of litigation, nor prevented from committing some new types of litigation to administrative agencies with special competence in the relevant field.

"The point is that the Seventh Amendment was never intended to establish the jury as the exclusive mechanism for factfinding in civil cases. It took existing legal order as it found it, and there is little or no basis for concluding that the amendment should now be interpreted to provide an impenetrable barrier to administrative factfinding under otherwise valid federal regulatory statutes."

White also noted that Congress found that common law and other remedies for on-the-job injuries were inadequate to protect workers from unsafe conditions.

Therefore, Congress created the safety and health tribunal to provide "speedy and expert resolutions of the issues involved," White concluded, adding that "the Seventh Amendment is no bar to the creation of new rights or to their enforcement outside the regular courts of law."

Meany Stresses Links To Pioneering of Debs

(Continued from Page 1)

Meany's acceptance address stressed that there is no single "label" that can describe the trade union movement today. "It is a more sophisticated, effective, broad-based, democratic and involved movement than it was 10, 20 or 30 years ago, let alone in the days of Gene Debs." **(Excerpts, Page 5.)**

Some fashionable critics decry the absence of class struggle rhetoric in today's labor movement, Meany noted. But he suggested that there has been "a lasting shift" in the balance of economic power since the 1894 strike that Debs led against the Pullman Company was crushed by "a rich and brutal company, a hostile President, a trigger-happy National Guard, a private army of goons, public indifference."

The trade union movement "has come a long way since Debs" and "the American people are better off" because of it.

But labor still shares with Debs the goal of "a society in which people are not divided by false distinctions of wealth and privilege," Meany said.

Meany acknowledged that labor's political involvement isn't what Debs had in mind when he criticized the AFL for its non-partisan stance. But "the American trade union movement today is more deeply involved in politics than its most politically-oriented critics could have believed possible a few decades ago." And COPE has become "the single most effective political machine in the country," involving more people in election activity than either the Democratic or Republican parties.

He described the AFL-CIO legislative operation as "truly a people's lobby" that "works for consumers, for the unemployed, for the elderly, for the handicapped."

Thus, Meany declared, the labor movement "will not accept the miserable proposal of the Administration for a shamefully inadequate minimum wage. Nor will we accept its proposal to permanently lock the nation's minimum wage workers below the poverty level."

The labor movement also stands in the forefront of the worldwide fight against totalitarianism, a threat that Meany noted had no parallel in the time of Debs. Then there were tyrants and despots, "but not these modern, all-powerful state machines that exercise total control over social life and demand the unquestioning allegiance of the individual."

Because unions are "the first institution to be crushed" under totalitarianism, unions "have a tremendous stake in the extension of the democratic system and the securing of human rights."

Meany praised President Carter's start towards mobilizing world opinion on human rights. "We strongly support that effort."

He called for maintaining a military capacity adequate to curb both military and political aggression by "potential adversaries." This, Meany suggested, can help buy time "to design realistic and effective programs to help Third World countries to develop democratic institutions."

CAPITOL HILL BRIEFING covering developments in key labor-backed legislation is given a delegation of Rubber Workers by Sen. Hubert H. Humphrey (D-Minn.). The four-day legislative institute drew 115 URW members from all parts of the country.

Joint Effort Pushed to Aid Handicapped

Albertson, N.Y.—Labor and industry must accept the ultimate responsibility for employment of handicapped persons, President Charles H. Pillard of the International Brotherhood of Electrical Workers declared here.

Pillard told 270 union and management representatives at the northeastern regional meeting of the Industry-Labor Council of the White House Conference on Handicapped Individuals that full cooperation of organized labor and employers is essential to increase job opportunities for disabled workers.

The Albertson meeting was the last in a series of four regional labor-industry sessions leading to the White House conference, which opens May 23 in Washington. Earlier meetings were held in Chicago, Palo Alto, Calif., and Atlanta.

These meetings have been successful, Pillard said, because labor and management have been able to sit down together to discuss realistically the problems of the handicapped.

Pillard, co-vice chairman of the council, said that the recommendations coming from the labor-industry meetings would ultimately improve job opportunities for the nation's handicapped.

"The majority of us have been inclined to sit back and think of the handicapped in terms of charity and pity and not in terms of respect," he said. "We have not been conditioned to think of their infinite differences. If handicapped people have anything in common, it has been their lack of equal opportunity over the past years for training and for employment."

Just as all handicaps are not alike, neither are all jobs, Pillard observed. He said that although construction jobs are usually considered as being suitable only for the physically fit, there is a variety of opportunities in that industry for the physically handicapped.

And, certain jobs in such fields as data processing can be handled just as ably by the handicapped and retarded as those who are intellectually alert, he noted.

Labor and industry must abandon the tendency to shift the responsibility to rehabilitation offices and public employment bureaus, Pillard urged.

AFL-CIO President George Meany is co-chairman of the Industry-Labor Council with John R. Opel of IBM. A. Dean Swift, president of Sears, Roebuck & Co., is co-vice chairman with Pillard.

Caution Flag Goes Up On Workweek Changes

Chicago—The AFL-CIO cautioned a conference on alternative work schedules here that many questions must be answered about such proposals as the compressed workweek, flexible-time scheduling and job sharing programs before they are widely adopted.

Close attention must be paid to the economic and social impact these changes would have on American workers, AFL-CIO economist John Zalusky told the National Conference on Alternative Work Schedules.

The labor movement looks upon the compressed workweek as less time on the job with no reduction in wages, Zalusky said. Such a change would create more jobs to reduce high unemployment, add to workers' leisure time and maintain purchasing power.

But to many outside the labor movement, he observed, the compressed workweek means something else—merely repackaging the 40-hour workweek in to four ten-hour days or three 12-hour days.

This would not add to leisure time, nor create needed new jobs, Zalusky pointed out. It also would add to the labor Dept.'s enforcement problems under the wage-hour law.

And although having an additional day off the job, workers on the 10-hour day, four-day week would have to severely alter their social functions and family relationships.

While the "flextime" concept may present fewer problems, unions will be looking at the proposals closely to assure there are no employer abuses, Zalusky said.

"There will be concerns about the employer attempting to induce split shifts, reduce overtime opportunities and earnings," he noted. "There will also be a need for contract language to ensure that the flextime schedule is at the employee's option rather than his immediate supervisor's need."

Labor will also be watching closely the so-called job-sharing proposals that would eliminate a full-time job to create two part-time jobs, Zalusky said.

With 10 million persons unemployed and looking for full-time jobs, Zalusky said that only the employer would benefit by paying sub-standard wages and benefits for part-time work.

He warned that job sharing must not be promoted under the banner of equal employment opportunities for women and minority groups.

"Disadvantaged workers who are looking for full-time employment will become second-class citizens if the only employment they can find is part-time work with reduced fringe benefits and lesser promotional opportunities," he declared.

"The only beneficiary behind work sharing in an economy at far less than full employment is the employer," he said.

ULLICO Sets Mark For Pension Deposits

New York—Deposits made under pension contracts held by Union Labor Life Insurance Co. increased to a record $53.2 million in 1976 from $36.1 million in 1975, ULLICO reported.

Company President Rudolph Ellis said the 53 percent rise reflected a growing acceptance of ULLICO's Investment Management Only Contract.

ULLICO, a major underwriter of group insurance benefits, is principally owned by international, national and local unions, as well as state and local central bodies of the AFL-CIO.

Labor History Booklet Issued In New Edition

An updated and extensively revised edition of the Brief History of the American Labor Movement has been issued by Bureau of Labor Statistics.

The 104-page paperback booklet traces the growth of the trade union movement from its early struggles during the late 1700s to present day developments.

This is the fifth edition of the publication. The first was issued in 1950. The latest revisions cover much of the developments of the current decade, including a review of legislation vital to workers such as the Occupational Safety & Health Act and the Employee Retirement Income Security Act.

The booklet has been used extensively in union and adult education programs and in basic social studies and economic courses.

Copies of the booklet, BLS Bulletin 1000, are available at $1.45 each from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. It also can be obtained at GPO bookstores and at BLS regional offices in Boston, New York, Philadelphia, Atlanta, Chicago, Dallas, Kansas City and San Francisco.

Parallel to Regions:

COPE Reorganized To Strengthen Areas

A reorganization plan to strengthen the area operations of the Committee on Political Education and the AFL-CIO regional headquarters has been announced by Federation President George Meany.

Meany termed it a constructive and sensible plan that "will result in tremendous benefit to the general operations and efficiency" of COPE and the federation.

The new structuring flows from a report adopted by the AFL-CIO 1973 convention setting up the Dept. of Organization & Field Services to achieve better coordination of all AFL-CIO resources in the field and to develop a structure "fully responsive to the objectives uppermost at any given time in the labor movement's order of priorities."

The 1973 report stressed that any reorganization would not "impair" the necessary channels of each group "to the responsible national office staff."

The new COPE plan restructures its present areas as closely as possible in line with the AFL-CIO's eight regions and will base them in the same headquarters, COPE Director Al Barkan said.

In some cases the COPE areas will not be identical with the AFL-CIO regions in order to retain present relationships between COPE area directors and the states they serve.

One element of the plan involves full integration of the COPE minorities department into the COPE field staff operation with some of its responsibilities transferred to area directors. The aim is to eliminate duplication of efforts with the A. Philip Randolph Institute and the Labor Council for Latin American Advancement.

The COPE Women's Activities program is being renamed Volunteers in Politics in recognition of the changing makeup of the thousands of volunteers in the WAD programs — including many men and family members. Geographical responsibilities for the program are being changed.

Meany said the proposed realignment makes sense from an economic and operational viewpoint. The sharing of office space makes possible close cooperation and mutual assistance. Barkan noted that COPE area directors will continue to report directly to the national COPE office and the AFL-CIO regional directors to the Dept. of Organization & Field Services.

The new COPE areas and the states they cover:

COPE Region 1—Illinois, Indiana, Iowa, Michigan, Minnesota, Missouri, Wisconsin.

COPE Region 2—Kansas, Montana, Nebraska, North Dakota, South Dakota, Wyoming.

COPE Region 3—Delaware, District of Columbia, Kentucky, Maryland, Ohio, Pennsylvania, Virginia, West Virginia.

COPE Region 4—Arkansas, Louisiana, New Mexico, Oklahoma, Texas.

COPE Region 5—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee.

COPE Region 6—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Nevada, Oregon, Utah, Washington.

COPE Region 7—New Jersey, New York.

COPE Region 8—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont.

Added Curbs Sought On Export-Import Bank

(Continued from Page 1)

preparation of both a short-term and a long-term employment impact statement on each transaction.

The Eximbank was established to encourage U.S. exports by providing loans, loan guarantees and insurance on favorable terms for foreign purchasers of U.S. goods. When the bank's authority was up for renewal three years ago, the AFL-CIO charged that the chief exports it financed were American jobs and technology.

Examples were cited of entire factories being sold overseas to compete with U.S. industry. And when Americans were frozen out of the housing market because mortgage rates had soared above 9 percent, the Soviet Union was being lent large sums at a subsidized 6 percent interest rate to further its economic development.

At the direction of Congress, Eximbank raised interest rates to market levels and loans to the Soviets were suspended under a new provision barring loans for nations that do not grant free emigration.

Biemiller noted that the Soviet Union, no longer able to get cheap credit, has paid cash for its purchases and actually has increased its imports from the United States.

The 1974 amendments required the bank to take into account any "serious adverse effect" of a loan or loan guarantee on U.S. industry and employment.

"Evidently that language is not strong enough and more detailed requirements are needed," he said.

Despite the provision, he noted, Eximbank has recently helped finance a textile mill and other manufacturing enterprises likely to boomerang in future years. Biemiller cited a trade publication report linking the first U.S. computer equipment imports from Romania to an Eximbank loan in 1974.

If Eximbank is continued, Biemiller said, its advantages should be available only to nations that respect and uphold human rights, and that cooperate in safeguards against nuclear proliferation.

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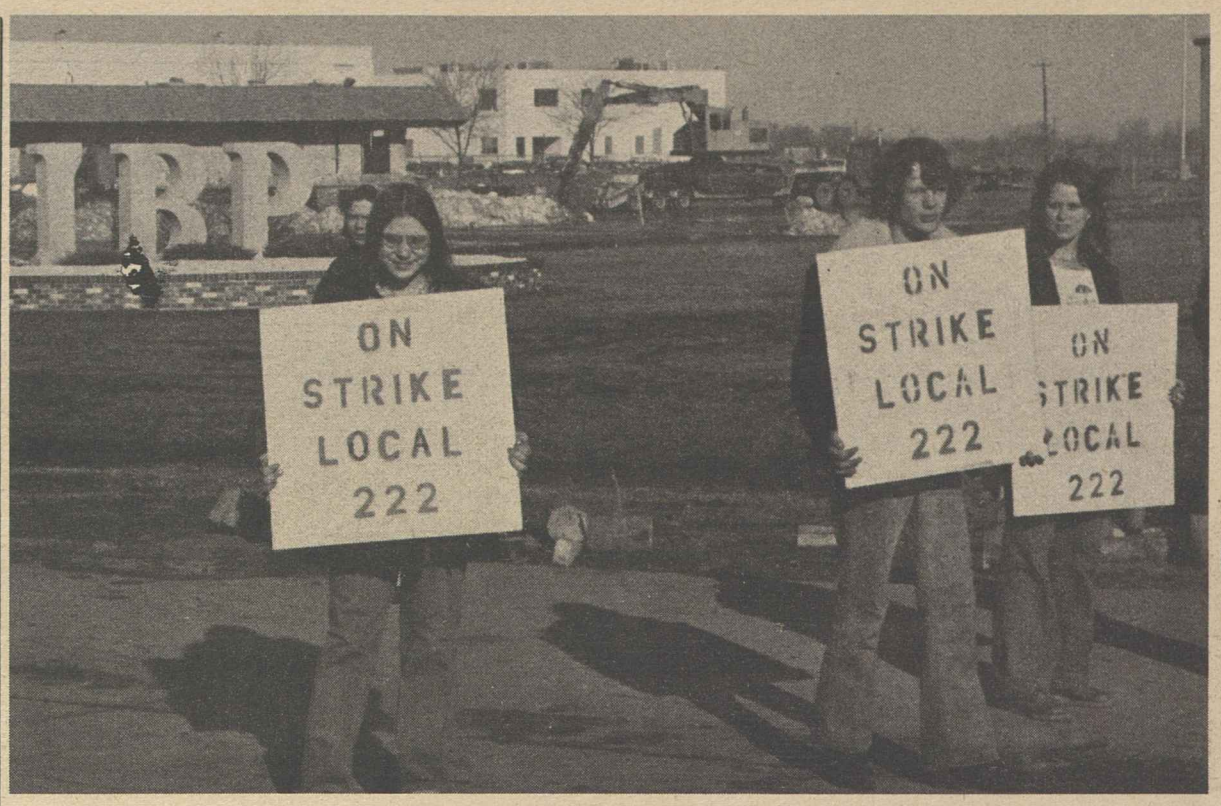

MEMBERS OF MEAT CUTTERS Local 222 picket Iowa Beef Processors, Inc.'s Dakota City, Neb., plant, where the union is seeking wage parity. IBP, the nation's largest producer of pre-cut and packaged beef for retail distribution, pays about $1 an hour less than the hourly wage standard of other large meat packers. The plant's 2,400 workers went out on strike five weeks ago.

Beef Strikers Seek Support Of Shoppers

Chicago—The Meat Cutters have mounted a campaign to intensify consumer support for its 2,400 striking members at Iowa Beef Processors, Inc.'s Dakota City, Neb., plant.

As the strike entered its second month, Meat Cutters President Harry R. Poole and Sec.-Treas. Samuel J. Talarico declared in a joint statement that the union is now fully mobilized in support of the processing plant workers.

"In New York City and other localities, when we discover products from other IBP plants, our members are distributing leaflets to consumers urging them not to buy these unfair meat products. The results are highly encouraging," Poole and Talarico said.

"At some point, we hope that IBP management will get the message that anti-union policies and wages far below the industry scale will not produce salable products."

Poole and Talarico said they had participated in various negotiating meetings with management during the first month of the strike, hoping to find "at long last an attitude of reason and compromise." Instead, they noted, the company appears to want to "sit out the situation."

The strike began on Feb. 26 after negotiations reached an impasse. The union's old contract with Iowa Beef expired on Jan. 22, but workers remained on the job while talks continued.

The nation's largest producer of pre-cut and packaged beef for retail distribution, IBP has three principal plants—in Dakota City; Emporia, Kan., and Amarillo, Tex. Its sales have totaled over $2 billion annually, and it returns a net profit on capital investment of more than 20 percent.

But the company's wage scales are about $1 an hour less than those of other major meat packers, and its benefits—health and welfare, vacations, cost-of-living provision and holidays—are far below standard, the union points out. The firm, for example, has no pension plan for its Dakota City production workers.

The current walkout is the third major dispute in seven years that the Meat Cutters has had with Iowa Beef.

The workers have been without a contract since Jan. 22.

House Votes Approval Of Reorganization Bill

The House joined the Senate in giving President Carter broad authority to reorganize government agencies and departments. While there are differences between the two bills, final passage is expected before Congress begins an Easter week recess.

Both measures would allow a presidential reorganization plan to take effect after 60 days unless either the House or the Senate passed a resolution of disapproval within that time.

Other presidents have had similar powers, but Congress let the law lapse during Richard Nixon's second term, when his abuses of executive power were being spotlighted.

Carter asked for the legislation and the AFL-CIO Executive Council earlier this year endorsed the measure, at the same time urging the Administration to consult with unions representing federal employees in developing its plans.

The House approved the measure, 395-22, after Government Operations Committee Chairman Jack Brooks (D-Tex.) withdrew his earlier opposition. The Senate had passed its measure unanimously.

In other developments:

- House and Senate conferees were trying to reach agreement on an extension of the recession-born program of federal supplemental benefits for the long-term unemployed, due to expire Apr. 1. As the AFL-CIO News went to press, the issue had not been resolved.

The AFL-CIO had urged the Senate to accept the House-passed bill, which would continue the program for one year, limit FSB benefits to 13 weeks but allow more persons to obtain them by allowing a local area jobless rate as well as the state unemployment rate to trigger eligibility.

Instead, the Senate voted only a six-month extension and worsened an already unsatisfactory job suitability clause to remove virtually all wage standards.

- The House approved by a near-unanimous voice vote a one-year extension of the Comprehensive Employment & Training Act, usually known by its initials, CETA.

The law, which otherwise would expire Sept. 30, authorizes the basic public service employment program, summer youth jobs and other measures that are scheduled for expansion under the economic stimulus program.

Republicans did not seek to block the extension, and the Senate is expected to go along as well. The House Education & Labor Committee has indicated it will hold hearings later to consider an assortment of proposals for substantive changes in the law.

NAACP Region Votes Bancroft Strike Support

Montgomery, Ala.—Striking members of Carpenters Local 2280 received further support in their efforts to secure a contract with the Bancroft Mfg. Co., when the southern region of the NAACP voted unanimously to endorse the walkout.

At its recent convention here, NAACP Region 5 expressed sympathy with the reasons that led some 500 production and maintenance workers at the company's Magnolia, Miss., plant to go out on strike on Jan. 16. The Carpenters won representation rights for the workers over five years ago, but the firm has refused to negotiate a contract.

A boycott of Bancroft products, endorsed by the AFL-CIO's Executive Council at its midwinter meeting, is under way with all union members urged to refuse to buy the firm's goods. Products include aluminum doors, sashes, and other aluminum home building items.

The NAACP's southern region covers the states of North and South Carolina, Florida, Georgia, Tennessee, Alabama, and Mississippi.

Local 2280 President Nancy Scott told delegates to the NAACP regional convention of the discriminatory practices employed by Bancroft against minorities and women at the company's plants in Magnolia and McComb, Miss.

IUD Spotlights Crisis in Trade Policy

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Meany Spurs All-Out Fight For Key Labor Objectives

IUD Urges New Policy On Trade

By John R. Oravec

The spreading plight of workers losing their jobs to imports that are flooding U.S. markets at ever increasing rates was well documented at the Industrial Union Dept. Conference on International Trade & Jobs.

The 500 delegates representing IUD affiliates were told at the two-day Washington meeting that outdated government policies and unworkable trade regulations are the basic cause of the problem. And recent decisions shaped by the Carter Administration clearly indicate there is no new trend toward easing the burden on workers.

IUD President I. W. Abel said in opening the conference that little has been done to remedy the import problem in the seven years since its last such meeting.

The one recognizable change, Abel observed, is that the "developing" crisis of seven years ago is now a "fully developed" crisis.

In a luncheon address, AFL-CIO Sec.-Treas. Lane Kirkland said that government policymakers must not ignore the economic needs of workes in foreign trade matters. And he expressed concern over recent White House decisions that have weakened the Carter Administration's relations with labor.

Abel told the delegates that "it is time for our government to adopt a foreign economic policy that bestows some benefits on American

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SOCIAL DEMOCRATS presented their Eugene Victor Debs Award to AFL-CIO President George Meany at a dinner in Washington. The award, named after the early Socialist and trade union leader, honored Meany as the head of "the strongest organization of free workers in the world." Sidney Hook, the noted philosophy professor, makes the presentation.

Rallies Affiliates For 'Tough' Battle

AFL-CIO President George Meany rallied organized labor behind the federation's legislative drive to better the lives of workers and reform the nation's labor laws.

"We are not going to be stopped," Meany declared in a letter to all AFL-CIO affiliates and state and local central bodies. "The fight is going to be even tougher than we thought. But fight we will, until our goals are won."

Two recent setbacks—House defeat of the common-site picketing bill and the Carter Administration's "scandalously low" minimum-wage proposal of $2.50 an hour—have not deterred labor but have made it clear that winning in Congress will not be easy, Meany said.

"Arrayed against us are the traditional, well-financed foes of progressive legislation and workers' rights," he warned. "They have already shown their tactics will be hate, fear, and emotionalism—ignoring at every turn the facts and the compelling case that can and will be made for reforms.

"Our task, therefore, must be to present the workers' case to the Congress and the American people based on the facts, reason, and justice."

A major goal is overhaul of the National Labor Relations Act to speed up procedures, strengthen enforcement of workers' rights and repeal Section 14(b) that permits states to outlaw the union shop.

Among other legislative priorities set by the AFL-CIO Executive Council are an immediate increase in the minimum wage plus index-

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Joblessness Stays High In March

By James M. Shevis

The nation's official unemployment rate dropped two-tenths of 1 percent to a seasonally adjusted 7.3 percent in March, but the decline "proved only that the horrible winter is over," AFL-CIO President George Meany declared.

By the federation's criteria of measuring joblessness, last month's unemployment rate was 10 percent with 9.7 million Americans out of work, Meany said. The Bureau of Labor Statistics attributed the decrease in the jobless rate to the recall of a large number of adult workers who had been laid off due to the severe winter.

"Two years after the experts claimed that 'recovery has started,' America still has double-digit unemployment," he said.

In determining the nation's true unemployment rate, the AFL-CIO

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Fight Shifts to Congress:

Shoe Unions Press To Override Ruling

Shoe worker unions are gearing up for an all-out effort to persuade Congress to overturn President Carter's denial of needed relief from job-destroying imports.

Members of the Boot & Shoe Workers will be stressing the point to congressmen and senators at home during the congressional Easter recess. The United Shoe Workers will be seeking to reinforce the commitments made by members of Congress from shoe-producing states to impose import controls and quotas.

The two unions said their goal is not only to have Congress override Carter's rejection of the International Trade Commission recommendation to set tariff rate quotas on non-rubber shoe imports, but to develop additional safeguards for the survival of the shoe industry.

Instead of going along with the ITC recommendation—a remedy the shoe unions view as being only a partial solution—Carter called for negotiated agreements with Taiwan and South Korea over the next 90 days to limit shipments of footwear to the U.S. market.

Carter has dispatched Robert S. Strauss, the chief U.S. trade negotiator, to work out some sort of "orderly marketing agreement."

Presidents George O. Fecteau of the USW and John E. Mara of the Boot & Shoe Workers assailed Carter's decision as "disastrous" for U.S. shoe workers and their industry.

"The International Trade Commission has found twice in one

(Continued on Page 3)

Congress Weakens Jobless Aid Extension

By David L. Perlman

Congress voted a partial extension of the recession-born program of federal supplemental benefits for the long term unemployed. But the final version was a disappointment to organized labor.

With time running out—the original program actually expired three days before action was completed on the extension — the House went along with most of the provisions of an inferior Senate bill.

As a result, fewer people will qualify for additional payments when they exhaust their 39 weeks of state and federal-state unemployment benefits. And the program will be phased out after Nov. 1, 1977, when no new applications will be accepted.

Here are the principal changes:

- The expired program allowed 13 weeks of FSB payments in states with an insured unemployment rate of at least 5 percent, and a further 13 weeks if the insured state jobless

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White House Backs End To Food Stamp Charges

The Carter Administration proposed to improve the food stamp program by doing away with the requirement that needy households buy a set amount of food stamps each month before receiving free "bonus" stamps.

But it coupled that labor-endorsed position with other proposed changes that would have the effect of reducing or eliminating benefits for many low-income families, mostly in the Northeast.

Agriculture Sec. Bob Bergland termed the Administration proposal a package that is designed to hold costs of the food stamp program to present levels. And he warned of a veto.

"President Carter personally directed me to inform you that he won't approve any bill that increases the cost of our proposal," he told the House Agriculture Committee.

In earlier testimony before the committee, AFL-CIO Social Security Director Bert Seidman had termed abolition of the purchase requirement a "first priority" for improving the program.

A family now has to put up about 26 percent of its net income —the amount remaining after deductions for specified essentials— to buy food stamps sufficient for a

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PREMIERE SHOWING of a film documenting the struggle and frustration of J. P. Stevens workers won good reviews in New York. On hand for the screening were, from left, civil rights leader Coretta Scott King, President Murray H. Finley of the Clothing & Textile Workers, former Stevens worker Lucy Taylor, ACTWU Executive Vice President William DuChessi and Sec.-Treas. Jacob Sheinkman. The film, "Testimony—Justice vs. J. P. Stevens," focuses on the struggle of 3,500 employees of Stevens plants in Roanoke Rapids, N.C., for decent working conditions and union rights.

Added Funds Sought in Programs For Job Expansion, Schools, Safety

The AFL-CIO urged Congress to vote substantially more money than President Carter requested in his fiscal 1978 budget for public service jobs, aid to education, occupational safety and other programs administered by the Labor Dept. and the Dept. of Health, Education & Welfare.

"First priority" should go to increased funds for programs to put people to work, AFL-CIO Legislative Director Andrew J. Biemiller urged.

Biemiller asked a Senate Appropriations subcommittee to earmark $1.5 billion more than the budget request for public service jobs in the 12 months starting next Oct. 1. That would finance more than 1 million jobs, he said, 275,000 more than the Carter budget would finance.

While the Carter budget is "a significant improvement" over the Ford Administration pattern, "more needs to be done to put people back to work," he said.

Biemiller's testimony, presented by AFL-CIO Legislative Rep. Kenneth Peterson, urged Congress not to shy away from needed economic stimulus for fear of budget deficits.

"The only way to wipe out the budget deficit is to rapidly reduce unemployment," the AFL-CIO stressed.

Of the $6.3 billion budget additions proposed by the AFL-CIO, $4.1 billion would be earmarked for educational programs.

The "most vital need," Biemiller said, is fuller funding of Title I of the Elementary & Secondary Education Act—the basic program of extra educational assistance for economically deprived children.

The federation also backed restoration of "impact" funds that this Administration, like its predecessors, wants to phase out. The money goes to school districts with large numbers of federal employees, military and public housing families.

Other major budget additions asked by the AFL-CIO would go for education for the handicapped, vocational education, library resources and higher education programs.

The AFL-CIO asked an additional $400 million for youth job training and summer youth jobs.

It protested the Administration's failure to seek money needed to expand the Labor Dept.'s Occupational Safety & Health Administration and HEW's National Institute for Occupational Safety & Health. The federation asked funds for 150 more industrial hygienists and 50 safety officers at OSHA and 107 additional professional slots at NIOSH.

Added safety-health funds were also urged to cover supervision of federal establishments and for training, education and consultation programs.

The AFL-CIO urged that the budget for spurring development of health maintenance organizations be more than doubled, to $44.8 million.

Steelworkers Set Goals For Aluminum Accord

Pittsburgh—Top contract goals outlined by the Steelworkers Aluminum Industry Conference include marked improvements in job security, basic wages and inflation protection.

Like the USWA's proposals in the basic steel industry negotiations, a "lifetime security program" is high on the list of the union's aluminum industry negotiators. About 46,000 USWA members are employed by 37 aluminum companies.

The USWA is scheduled to open negotiations with the nation's three largest aluminum companies Apr. 18. Contracts with the big three—Aluminum Co. of America, Reynolds Metals Co. and Kaiser Aluminum & Chemical Corp.—expire May 31.

The union's aluminum conference said a full assessment of existing programs is needed in such areas as supplemental unemployment benefits and extended vacation plans before proceeding with the development of a lifetime security program.

The assessment will determine if the lifetime security goal can be best achieved by expanding and improving current programs or through the development of a new approach.

In spelling out proposals to improve existing programs, the conference called for extension of SUB to more members, along with expanded benefits. It also called for extended vacations for all members with vacation pay to include cost-of-living adjustments and bonuses.

The conference said aluminum industry workers are entitled to a "very substantial wage increase" to offset the erosion caused by price inflation and to improve real earnings.

To protect workers against future inflation, the cost-of-living formula must be improved to provide for a 1-cent per hour adjustment for each rise of two-tenths of a point in the consumer price index, the conference said. Under the current USWA contracts with the aluminum industry, the COL formula provides for quarterly adjustments of one cent an hour for each rise of three-tenths of a point in the CPI.

Another key area needing improvement is pensions, the conference said. It proposed portability provisions to protect workers affected by plant shutdowns, full COL coverage in pension benefits and higher benefits for surviving spouses.

The conference also outlined a proposal for the standardization of benefits, citing certain loopholes in some pension programs that lead to a loss of retirement income. It said smaller aluminum producers should be encouraged to pool pension arrangements with other companies through the AFL-CIO Industrial Union Dept.'s National Industrial Group Pension Plan.

Improvements in sick leave, insurance, scheduling, training, safety and health, and other areas are also on the list of needed improvements drawn up by the conference.

Laborers Awarded New Training Grant

The Laborers were awarded a $650,000 Labor Dept. grant to train 850 jobless and disadvantaged in concrete casting skills. The one-year training program will be conducted in 14 states.

Under eight previous federal grants, the Laborers have trained and upgraded the skills of more than 10,000 workers, the Labor Dept. reported.

No Substitute for Jobs:

Adjustment Benefits Fail to Meet Need

Trade adjustment benefits can never substitute for the permanent loss of jobs and industries, the AFL-CIO stressed at House hearings.

Research Director Rudy Oswald expressed labor's sharp disagreement with the concept that a more elaborate system of government assistance planned by the Administration can somehow balance out the lasting damage of a "free trade" policy.

At best, Oswald told a Ways & Means subcommittee, adjustment assistance is a "substitute for a solution."

It is also, he said, an admission that U.S. trade laws and policies "have allowed the erosion of industries, the loss of occupations, the loss of wages and family security in health care, pension security and self-esteem."

Oswald said the AFL-CIO supports workers aid programs and a broader eligibility for adjustment payments than present law allows.

But just as workers' compensation and black lung benefits do not "replace the need for safe and healthy working conditions," so adjustment assistance doesn't lessen the need for trade policies that preserve jobs.

"Adjustment assistance was never intended as a government subsidy to pay off and quiet the massive numbers of workers affected by sweeping changes in the world economy or the movement of multinational firms out of the United States," he testified.

"Nor was it designed to help foreign cartels or state-run industries wipe out American industry in the name of free trade. Nor was it designed to promote preferential imports into the U.S. from oppressed labor in closed economies abroad."

That isn't "free" trade, Oswald insisted. "It is costly in jobs, taxes and prices."

As for the operation of the adjustment aid program, Oswald cited deficiencies including:

- A requirement that imports must increase before unemployment can be linked to trade policies ignores the cases where high imports over a long period of time have forced the shutdown of a plant, even though there was no rise immediately prior to the closing.
- A supplier may be affected even though the component he produces isn't imported separately from the finished product. Thus a worker whose firm makes heels for shoes can't qualify because his firm's customers have cut back their orders as a result of increased imports of shoes. A similar problem would affect a firm making shoe dies.
- If a company curtails its operations in anticipation of shifting production overseas, the job loss is not covered if it takes place before the actual shift.
- A requirement that petitions for adjustment aid must be filed within one-year of a job loss is too restrictive in view of the frequent difficulty in obtaining evidence that a cutback is the result of imports.

Steelworkers Legislative Director John J. Sheehan stressed the importance of eliminating the one-year deadline in his testimony before the subcommittee, and strongly urged that the change be made retroactive.

His union would rather "help our members retain their jobs from imports rather than help them to seek adjustment assistance," Sheehan said. But when jobs are lost from import-related causes, the Steelworkers want to "make certain" that workers "receive the full measure of adjustment assistance benefits to which they are legally entitled."

Auto Workers President Leonard Woodcock, who also testified at the hearings, said America's trade policy should be coupled with national planning to achieve full employment.

He and Oswald also cited the need for more comprehensive government reporting requirements to develop the statistics needed to determine the full effect of imports and identify the areas of job loss.

Fowler Wins Election To Georgia House Seat

Atlanta area voters filled one House vacancy in a special election and a Washington state district picked Democratic and Republican candidates for a May 17 confrontation.

The Atlanta seat was held by Andrew Young before his appointment as ambassador to the United Nations.

His successor will be Wyche Fowler, 36-year-old president of the Atlanta City Council, who had also led the 12-candidate field in an earlier vote in which no candidate had a majority. Fowler decisively beat John Lewis, who like Young is black and a former aide to the late Rev. Martin Luther King, Jr.

Fowler was once on the staff of former Rep. Charles L. Weltner, a highly regarded liberal during his two terms in the House.

In Washington's 7th District, where Boeing is a major aerospace employer, both parties held primaries to compete for the seat that had been held by Transportation Sec. Brock Adams.

Twenty-five candidates sought the Democratic nomination, and the winner was Marvin Durning, who made his political debut only last year in an environmentalist-focused campaign for the Democratic gubernatorial nomination. The Republican winner of an eight-candidate primary was State Sen. Jack Cunningham, considered the most conservative of the major candidates.

Elections for mayor were held in several cities, including Los Angeles, the largest city with a black mayor. By polling a solid 53 percent of the vote, Mayor Tom Bradley won a second term without a runoff. His nearest opponent in the field of 11 had 28 percent of the vote. Blacks make up only 18 percent of the city's population.

San Jose School Unit Picks State-County

San Jose, Calif.—The State, County & Municipal Employees won representation rights for nearly 500 maintenance and operational workers of the San Jose Unified School District.

AFSCME was chosen by a vote of 259 to 121 over the Classified School Employees Association, which has a large statewide membership.

White House Decisions Hit:

Job-Killing Trade Policies Assailed at IUD Conferences

(Continued from Page 1)

workers and American industry, not just because our economy demands it, nor because American workers demand it, but because we can no longer afford to play the role of an international Santa Claus."

America's international economic policy can no longer be based on "free trade," he stressed, because there is no free trade and no fair trade anymore.

The Congress, the President and the American people should now look at the international trade situation realistically, he urged.

"We continue to be flooded with imports that wipe out our jobs. We continue to allow multinationals to export American technology and capital to foreign countries to produce products at substandard wages for shipment back to the United States."

And although America's markets remain wide open for foreign products, he said, no other nation allows similar entry.

Abel cited high tariff barriers for American products in such countries as Japan and Korea, which are among the major sources of imports to the United States.

An immediate need is to overhaul the 1974 Trade Act to provide relief to industries and workers impacted by imports and to plug tax loopholes and incentives that encourage U.S. multinational corporations to shift American technology, production and jobs abroad, Abel said.

Kirkland assailed proponents of a tactic that would pit consumers against workers for the sake of keeping U.S. markets open to cheap foreign imports.

"Who are these consumers who do not need to work for a living and who have no stake in the preservation of jobs and skills?" Kirkland asked.

He suggested that the interests of the consumer and the interests of the worker cannot be divided, because they are basically the same person.

Kirkland also took issue with President Carter's refusal to provide adequate relief to the victims of shoe imports, terming it one in a series of recent White House decisions that leave workers wondering about the promise and pledges made during the election campaign.

The pattern of decisions emerging from the new Administration, particularly in its economic stimulus package, caters more to the demands of "business confidence" than to the needs and problems of working people who supported Carter in his election, he said.

"Whether the winds blow left or right, cold or detente, Republican or Democratic, big business adapts and comes to winning terms," Kirkland told the gathering.

"When the Republicans are in, business wins because it owns the party.

"When the Democrats are in, business wins because it extracts the price of 'business confidence.' That price usually includes the sacrifice of the main elements of the Democratic platform and of labor's program, conduits to the Oval Office, and a pipeline to the Treasury vault," he said.

"Though it is yet early in the game," he observed, "the recent signs and portents lead us to wonder if our support was not just another triumph of hope over experience."

In developing foreign trade policy, Kirkland called on the Administration to give serious weight to the problems of high domestic unemployment, rising imports from countries where cheap labor is exploited, and the strong business resistance to the pursuit of human rights abroad.

Jacob Sheinkman, secretary-treasurer of the Clothing & Textile Workers described the shortcoming of trade adjustment assistance and called for stronger safeguards against the job loss cause of imports.

Trade adjustment assistance never created a job or never stopped a factory from closing, Sheinkman stressed. "All it can do is prolong the agony of workers and firms constantly faced with the rising tide of imports."

He pointed out that even under the Multifiber Arrangement to limit imports, there are 150,000 fewer jobs in the U.S. textile and apparel industry today than there were 10 years ago.

Gus Tyler, assistant president of the Ladies' Garment Workers, warned that the nation's entire industrial base—not just the soft goods industry—is now seriously threatened by rising imports.

He said that the so-called experts who at one time tried to reassure workers they would be able to find jobs in hard goods industries if their jobs were wiped out in soft goods can no longer make the claim.

And government programs to stimulate the economy that give financial aid to corporations which shift production and technology abroad would quicken the destruction of America's industrial base and leave the nation with largely a service economy, Tyler said.

President David J. Fitzmaurice of the Electrical, Radio & Machine Workers said the best solution to the import problem is for Congress to enact effective trade legislation that labor supports.

He noted that U.S. employment in the electronic and electrical industry dropped 306,400 between 1973 and 1976 because of import-related layoffs. And just in the communications equipment industry, imports rose 111 percent to $680 million in the three-year period.

President Charles H. Pillard of the International Brotherhood of Electrical Workers, pointed out that while import intrusion first began with consumer products, the problem now has spread to heavy industry, sophisticated military equipment and utility generating systems.

"Of equal importance is the hidden threat to our nation's security," Pillard warned in noting that many more defense contracts being awarded to multinationals and foreign companies.

Delegates spent the second day of the conference on Capitol Hill, lobbying congressmen and senators from their home states.

Textile, Apparel Unions Slate Protest on Imports

The nearly one million members of the Clothing & Textile Workers and the Ladies' Garment Workers will join in a nationwide demonstration Apr. 13 to dramatize their struggle to save their jobs against the flood of imports.

By staging rallies and marches in the areas where they work —including major cities and smaller communities across the country—the ACTWU and ILGWU members hope to make the public more aware of the import problem.

The unions said they will also appeal to President Carter to instruct U.S. trade negotiators to work out a new five-year international Multifiber Arrangement (MFA) limiting the annual growth rate of textile and apparel imports and tightening lenient flexibility provisions in present bilateral agreements. U.S. trade negotiators are now in Geneva discussing the renewal of the existing MFA, which expires later this year.

In announcing the joint union demonstration at the AFL-CIO Industrial Union Dept. international trade and jobs conference, ACTWU Sec.-Treas. Jacob Sheinkman said the nearly 500,000 members of his union would take part in work stoppages Apr. 13 to participate in the demonstrations. ILGWU Assistant President Gus Tyler said the garment union members would also be involved in similar job actions.

The stoppages will range from a few hours to the entire workday, they said.

Shoe Unions Map Fight For Import Restrictions

(Continued from Page 1)

year that the shoe industry and its workers are suffering serious injury from imports," they pointed out.

"Yet, the President has seen fit to let more jobs go down the drain while his negotiators fly around the world pleading with Korea, Taiwan and the other shoe exporting nations to have mercy on us."

Non-rubber footwear imports have increased sharply over the past eight years, capturing 51 percent of the U.S. market by the end of 1976.

As a result, Fecteau said, "more than 70,000 jobs have been lost in this industry since 1968 because some 300 shoe plants have been forced to close due to imports. I don't know what more proof the President needs that the shoe worker in America is an endangered species."

Both Mara and Fecteau suggested that Carter was elected with the support of labor largely on the issue of jobs, but now "what the President is telling us is that he doesn't need labor's support any more."

At the Industrial Union Dept.'s international trade and jobs conference, IUD President I. W. Abel expressed deep disappointment at Carter's shoe decision.

Abel pointed out that "our unions have made a serious and effective argument that tariffs and quota arrangements are essential to halt the loss of jobs, the injury to workers and their families, and the harm that these imports have caused for many industrial communities."

But instead of accepting the "rational and reasonable" ITC proposal, the President called for a modest and limited alternative, Abel said.

Footwear from Taiwan and South Korea accounted for 54 percent of the nearly 400 million pairs of non-rubber shoe imports in 1976. Other major exporters to U.S. markets include Italy, Spain, Brazil and Mexico.

Under the tariff rate quota system that the ITC recommended, 256.6 million pairs of non-rubber footwear would be allowed to enter the country at the current low duty rate averaging about 10 percent. Imports above that quota would be taxed at 40 percent for the ensuing three years, but the rate would drop to 30 percent in the fourth year and to 20 percent in the fifth year. The quota would die after five years.

The shoe unions and industry had earlier petitioned the ITC to limit the annual flow of foreign-made footwear to the average level of imports between 1973 and 1975.

Meany Bids Atlanta End 'War' on City's Workers

AFL-CIO President George Meany called on the city of Atlanta to end its "war on workers" and negotiate a "fair agreement" with the union representing its striking sanitation workers.

The strike by 1,300 members of Local 1644 of the State, County & Municipal Employees began on Mar. 29 after the city had refused to make any pay offer, claiming it couldn't afford a raise.

Atlanta Mayor Maynard Jackson responded with a back-to-work ultimatum and the city began taking applications for permanent replacements. Strikers, whose ranks held solid, were told they could return as new employees.

Jackson, the first black mayor of a large southern city, has found himself pitted against an overwhelmingly black group of low-paid workers who voted to strike at a mass meeting reminiscent of the era of civil rights struggle.

Meany's telegram, read at an Atlanta news conference by E. T. Kehrer, southern area director of the AFL-CIO Dept. of Civil Rights, noted the irony of "a confrontation not very different from the struggles that pitted black workers against the anti-labor power structure in the Old South."

Labor had taken pride in the rise of Mayor Jackson, Meany noted. But "today we look with disappointment on a situation in which the mayor has turned his back on the needs of city workers."

Meany affirmed the AFL-CIO's support for the striking workers. He called on "the city council and other responsible leaders in Atlanta, including Mayor Jackson, to end the war on workers and to find a just solution . . . through the negotiation of a fair agreement with Local 1644, AFSCME."

LONG-OVERDUE REMEDIES must be implemented to halt the further loss of jobs to low-wage imports, President I. W. Abel of the AFL-CIO Industrial Union Dept. declared at the IUD's Conference on International Trade and Jobs. The two-day conference in Washington drew 500 delegates.

Peter Walther Resigns From Labor Board

The surprise resignation of Peter D. Walther as a member of the National Labor Relations Board gives President Carter his first opportunity to influence the composition of the five-member board.

Walther, a Republican, submitted his resignation to Carter on Mar. 31, citing personal reasons. Nominated by President Ford in October 1975, his term would have expired on Aug. 27, 1980.

Walther's appointment gave the board a 3 to 2 Republican edge over the Democrats. The vacancy offers the President the chance to establish a Democratic majority. NLRB Chairman Betty S. Murphy and Member Howard Jenkins are the two other Republicans. Democrats are John Fanning and John Penello.

Walther came to the NLRB from a Philadelphia law firm representing management in labor relations matters.

Realism in Foreign Trade

ON THE FIRST DAY of April President Carter announced that he was rejecting the proposal of the International Trade Commission for tariff and quota arrangements that would cut down the absolute avalanche of foreign shoe imports to this country.

We are deeply disappointed. Our unions have made a serious and effective argument that tariffs and quota arrangements are essential to halt the loss of jobs, the injury to workers and their families, and the harm that these imports have caused for many industrial communities. We think that the decision ignores the vital interests of many American workers.

President Carter acknowledged the facts of what has been happening. The President said: "The number of firms in the shoe industry dropped from 600 in 1968 to 380 today—a 40 percent decline.

"Employment in that same period fell by 30 percent, which represents a loss of 70,000 jobs.

"Imports from our two major overseas suppliers have increased by more than 100 percent in the last two years, and seem to be increasing even more rapidly in recent months."

That is the problem precisely, and we regret that the President did not accept the rational and reasonable proposals of the International Trade Commission.

Instead, the President has suggested a much more modest and limited alternative—namely the negotiation of an orderly marketing agreement with the countries that flood us with shoes.

Perhaps, over a period of time—and hopefully before many more jobs have been lost—this process may produce some modest results.

But in the meantime there must be discouragement and despair among the shoe workers . . . those who have lost their jobs, those who fear they may, and all of us in the labor movement who had hoped that, at long last, the indiscriminate importation of foreign manufactured goods might be rationally controlled and balanced.

CONGRESS HAS 90 days to reverse the presidential ruling on shoe imports. If the agreements with the foreign shoe exporting countries are not forthcoming or are not satisfactory, it will certainly be appropriate for the American trade union movement to ask the Congress to overrule the President's action. That would have the effect of instituting the more realistic recommendations of the International Trade Commission.

It is time for our government to adopt a foreign economic policy that bestows some benefits on American workers and American industry; not just because our economy demands it, nor because American workers demand it, but because we can no longer afford to play the role of an international Santa Claus.

It is time everyone followed the same set of rules. Some still talk about and write about free trade as if there really was such a thing as free trade. Free trade has gone the way of high-button shoes and the 10-cent cup of coffee. There is no free trade today. There is no fair trade today.

It is time that our national policy makers—the Congress, the President—looked at international trade today as it is really conducted and to look at it from the aspect of Americans concerned about America.

—From an address by I. W. Abel, president of the AFL-CIO Industrial Union Dept., to an IUD conference on international trade and jobs.

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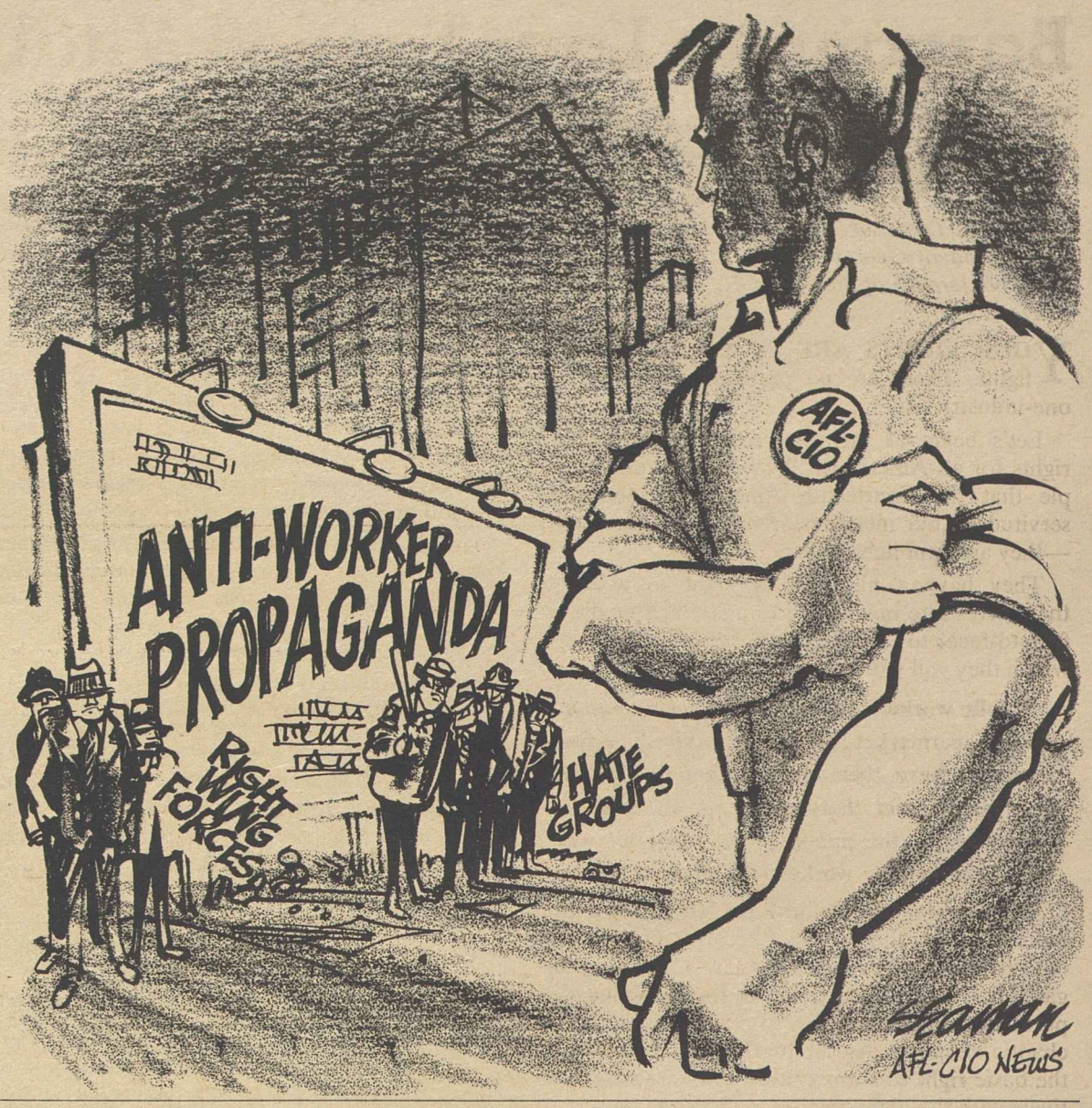

Indexing for Whom?

Minimum Wage Opponents Echo Old, Disproven Arguments

By Gus Tyler

IT'S OKAY for everybody else. But when the weakest and meekest dare to ask for it, too, they are invariably told that they are greedy and a menace to the nation.

For example, take "indexing," a fancy word for "keeping up" with the cost of things.

People who collect social security are on an index with benefits increasing with the cost of living. Union contracts are on an index in all those cases where a pay increase is tied to the cost of living. Where no such clause exists, union people are still "indexed" when the union negotiates its new contract.

Public utilities are on an "index," when they get rate increases to compensate for rising costs. The oil companies are on an "index," as they boost and bloat their charges to meet the higher costs of petroleum.

Federal judges have been fussing to be put on an "index." They argue that the Constitution forbids the lowering of their salaries while they are in office and that they (the judges) are therefore entitled to salary increases to keep their "meal" pay in line with present prices.

But there is one big sector of our national community—about 8 million wage earners—who are not "indexed."

As you might expect, they are the poor and powerless. They are the men and women who presently work for $2.30 an hour, the federal legal minimum wage in the United States.

The present minimum is the result of sporadic legislation. In 1938, the law called for a 25-cent minimum; then, by acts of Congress, the minimum went to 40 cents, 75 cents, a dollar and so on to the present.

What the workers on the minimum got—which often was nothing and never too much—depended on the mood of Congress. One idea now is to put the minimum on an index set at 55 percent of the average manufacturing wage ($2.85) this year and 60 percent in 1978 ($3.30).

The move is no revolution. It would merely put—on a regular and statistical basis—what, up to now, has been on an irregular and whimsical basis. Yet, because of this, new voices now begin to echo old arguments directed against all minimum wages.

Thus, the New York Times argues that "some workers would be laid off." The assumption here is that the employer could not afford to pay a higher minimum wage and so he will fire the worker.

I first heard this argument in 1937 from garment employers in Pennsylvania who were paying 5 cents an hour and who were certain they would go bankrupt if they had to pay 25 cents—a 400 percent increase.

But they did not go out of business because they were able to charge a few pennies more and they were able to multiply their market many times over as the higher minimum wage boosted national buying power.

At this moment when the Carter Administration is searching for economic stimuli, a higher minimum would go a long way toward lifting the spirits of our economy as it did in the New Deal days. A 50-cents-an-hour increase to 8 million workers would add about $8 billion in purchasing power in one year, a boost that would go much further than the proposed $50 tax rebate.

The other argument of the New York Times is that a higher minimum would make the South less attractive to employers seeking cheaper labor and would result in "more unemployed people in Mississippi with no choice but to head" north.

The answer to that is history: the minimum wage has risen from 25 cents to 10 times that amount and the South has simultaneously multiplied its employment many times over. When southern workers make more, they, too, have more to spend in the South and in the nation. That makes for more jobs for all.

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Order from Chaos:

Bargaining Law Termed Vital To Rights of Public Employees

The following is excerpted from an address by Thomas R. Donahue, executive assistant to AFL-CIO President George Meany, to the 1977 legislative conference of the AFL-CIO Public Employee Dept.

YOUR FIGHTS ARE the labor movement's fights. There are no parochial one-union or one-industry issues.

Let's begin at the top—collective bargaining rights for all Americans. We need to remind people that the Fourteenth Amendment abolished servitude. Your members aren't "public servants"—they are "public workers."

They have a natural law right to associate themselves into unions and to meet their employer face-to-face to negotiate the conditions under which they will work.

Public workers' families don't get a discount at the supermarket for "public service," so they shouldn't have their rights discounted. There is a simple fact that opponents of collective bargaining in the public sector seem to overlook—that public workers are people, too.

The polyglot of state laws has left chaos. In the federal sector, there is an Executive Order without teeth—not even a clearcut law. Collective bargaining is an orderly process for resolving disputes. What we seek is to bring order into a chaotic situation. Agricultural workers, too, need the basic right to form unions and bargain collectively with their employer.

Another major item is to permit government workers basic political rights and to strengthen protections against political abuses. The present law seems to be saying that if we ban everything, then everything will be all right. But, despite the Hatch Act, the Nixon White House was able to institute political abuses of government workers without parallel since the patronage system was dropped.

A vitally important issue this year will be the Postal Service. There are two major points I want to make on this issue:

First, is that the attacks on the Postal Service and postal workers are being conducted by the very same bunch that opposes all other "people legislation." They want to turn the Postal Service over to private enterprise. Well, that's "flat-out," a bad idea! Who in this room would trust J. P. Stevens to deliver their union's journal?

Second, the Postal Service serves people. It binds this nation together through the mails. Consult your history books to see how hard the right wing opposed Rural Free Delivery, without which rural America would be cut off.

Another issue is occupational safety and health coverage for public employees. Every day public workers are exposed to safety and health hazards on the job. They have a right to be safe and to live.

What about pensions? According to the media government workers have it made. The fact is that so long as government pension programs continue to be political footballs, and as long as the nation's cities and states remain in precarious financial position—government workers have no pension protection.

Social security coverage presents much the same "people" issue. As the law now stands, a public employer can unilaterally wipe out the social security protection of its employees. Private employers don't have this right and no employer should be able to jeopardize the future of its employees in this type of dictatorial manner.

LET ME TURN for a minute to a couple of other items primarily affecting private sector employees on which we will need your help. Today, an employer can violate the rights of his employees to form their own unions with impunity. And when the rights of one worker are trampled upon, the rights of all workers are trampled upon. There is no balance, no fairness, no even-handed justice in today's labor law. Renegades and outlaw corporations, like J. P. Stevens, operate outside the law.

As public workers who don't even have a National Labor Relations Act, you can especially appreciate the frustration of workers who supposedly have the right to organize and bargain collectively but who find out those rights are little more than words on paper.

America needs a uniform, balanced national labor law—not one that is observed in the breach or which exempts 20 states. There are no loopholes in the Clean Air Act that give states the right to enact laws giving business the "right to pollute." And no state should have the chance to enact "right-to-freeload" laws that are thin disguises for efforts to bust unions.

We want every worker in the country—every private worker, every city, state and federal worker—to have a job at decent wages and to have collective bargaining rights and a full, fair, efficient system for choosing to exercise those rights.

We want speedy processes to protect those rights. We want effective remedies when those rights are violated. And we want workers who choose unions to be able to bargain with their employer over all the conditions which affect them. American workers are entitled to no less.

Stronger Enforcement Effort:

Congressional Action Still Key To Unmet Goals of Safety Act

EVEN WITH A NEW administration in office, the effectiveness of the drive to protect the lives and health of workers will hang in doubt until Congress authorizes the top-quality enforcement effort needed to make the law work.

That warning was issued on Labor News Conference by George H. R. Taylor, executive secretary of the AFL-CIO standing committee on Occupational Safety & Health, who said that while there is a new and very healthy attitude toward job safety in the Labor Dept., there is grave concern over the strength of commitment in the White House. He scored the failure of President Carter's Office of Management & Budget, in its economic impact statement, to offset any of the costs of better safety with the very real benefits and savings that result.

Lives saved and health maintained, while more difficult to compute than the price of a machine, do earn a return for employers and society that translates into less absenteeism, lower insurance rates, increased production and other benefits, Taylor pointed out. Those savings continue long after the cost of converting to a safe process has been recovered, he stressed.

Taylor, an economist in the AFL-CIO Dept. of Research, said that only slightly over 2,000 compliance personnel are assigned to the Occupational Safety & Health Administration, which makes it impossible to inspect more than 2 or 3 percent each year of the five million workplaces covered by the law. He said that, as a result, "many unsafe workplaces escape proper inspection and management is able to play Russian roulette with the inspection system." It will take a significant increase in the number of industrial hygienists and safety inspectors to achieve more than hit-or-miss compliance, he added.

Taylor said that job health and safety could come a lot faster and cost less to achieve if there were more voluntary compliance by management, instead of concerted opposition to the act and to the health safety standards that are designed to carry out the law as Congress intended.

Taylor was questioned by Rachelle Patterson of the Boston Globe and Robert Cooney of Press Associates, Inc.

By Press Associates, Inc.

AMERICANS UNDERSTANDABLY point with pride at the nation's democratic processes in electing its governing officials. Yet the record of voter participation in our elections has not been a source of pride.

In the 1976 presidential elections, only 53 percent of the potentially eligible voters cast ballots for President and Vice President. And this was below the 1972 figure of 55.9 percent and the 60.9 percent in 1968.

The contrast between these figures and the percentage of voter turnouts by other democratic countries is painful. Here are a few: Australia, 90-95 percent; Canada, 77 percent; Denmark, 85-90 percent; France, 75-80 percent; West Germany, 91 percent; Israel, 80 percent; Italy, 93 percent; Sweden, 91 percent; United Kingdom, 72 percent.

After the 1976 presidential election, the Gallup Opinion Index took a poll to try to determine just why negative attitudes are growing and the reasons why non-voters declined to participate.

A large proportion, 38 percent, of citizens failed to vote simply because they were not registered. Add the new resident category, 4 percent, and close to half the total is related to registration.

An understanding of just why this should happen in the electronic age is not hard to grasp. Registration periods usually are well prior to either the primary or general election campaigns. There is little excitement and many potential voters are just not motivated to register.

Then the compaign heats up. Television, radio, newspapers and magazines are filled with news and features about the forthcoming election. Citizens are finding that there are differences between the candidates. Their interest is aroused, but by this time the registration period has ended and they are denied the right to a ballot.

BEFORE THE AGE of mass communications, more than 70 percent of the potential voters turned out at the polls. In the 1876 presidential election, 82 percent turned out for the nation as a whole. Such heavy voting was not welcomed by some of the wealthier and more entrenched elements, and harsh registration restrictions were enacted.

Proponents of registration restrictions, which in many states included property ownership requirements, poll taxes, and long residency, claimed these were necessary to hold down the votes of "undesirable voters." Realistically, this meant keeping immigrants, illiterates and black voters from the polls.

Some of these harsh requirements have been expunged from the books, but registration remains as the greatest deterrent to voting.

Several states have experimented with alternatives. Minnesota and Wisconsin, while maintaining permanent registration, now permit voters to register at the precinct on Election Day. All the voter has to do is show a recognized identification card such as a driver's license. In 1976, Minnesota topped the nation with a 73 percent turnout while Wisconsin had 66 percent. North Dakota, which has no registration requirement, had 69 percent of the voters cast ballots, and Maine, which permits Election Day registration but not at the polls, turned out 66 percent.

President Carter, with solid trade union support, is now proposing that registration be permitted at the polls on Election Day. If there is any way to revive voter interest, this would seem to be one of the most realistic approaches.

Opponents of the proposal, who would not dare to admit that their objective was to hold down the vote, claim that liberalizing voter registration would be an invitation to fraud.

However, the stiff penalties the proposal would set for illegal registration seem more than adequate to deter such fraud. And there were no charges of fraud in the four states that have liberalized registration.

DESPITE AN IMPROVED attitude in the federal job safety agency, effective protection against workplace hazards will hang in doubt until Congress authorizes a top-quality enforcement effort, George H. R. Taylor, center, executive secretary of the AFL-CIO standing committee on Occupational Safety & Health, said. Questioning him on Labor News Conference were Rachelle Patterson of the Boston Globe and Robert Cooney of Press Associates, Inc. The radio interview is produced by the AFL-CIO.

CHILD CARE PROGRAMS in Israel, Sweden and France will be studied by 20 representatives of the Coalition of Trade Union Women during a three-week tour. The delegation, headed by Vice President Joyce Miller of the Clothing & Textile Workers, recently completed a two-day orientation program at the George Meany Center for Labor Studies.

Industrial Development Viewed As Primarily National Problem

San Francisco—"Industrial development is a national problem that needs national solutions even more than it needs additional local incentives," AFL-CIO Research Director Rudy Oswald told a meeting of union officials, state planners and politicians here.

A massive, job-oriented economic stimulus is needed to put people back to work at jobs that pay a decent minimum wage and other federal initiatives undertaken before industry can flourish in California and in other states, Oswald said.

Outlining labor's national legislative program, Oswald said that labor law reform ranked high on the list, and is essential for industrial development.

"Should 20 Southern and Plains states hold up the promise of an anti-union atmosphere as the basis for attracting new industry? Should the basic labor law commitment to free collective bargaining be subverted by inadequate remedies in the National Labor Relations Act?"

These issues "are deeply interwined with your concerns for industrial development," he told a statewide conference sponsored by the California State AFL-CIO. "But they will be resolved in Washington—not Sacramento.

"Thus, an important adjunct of your action program must be addressing your voices to the President, and to Congress."

The need for jobs is not just a California problem, he said. "Industrial development is more than just a matter of enticing a Pennsylvania factory to relocate in California, or a Dallas manufacturer to move to Oakland."

The job stimulus program advocated by the AFL-CIO needs follow-through on the state and local levels as do other legislative goals that the federation has adopted, he said.

The $30 billion economic stimulus called for by the AFL-CIO would create an additional 2 million jobs this year. The President's stimulus program would spread $30 billion over a two-year period, most of it in the form of temporary tax rebates and permanent tax cuts.

"His proposals are much too modest and are clearly inadequate for the problem facing the nation," Oswald said. "His economists predict that this package will tend to reduce unemployment to 6 percent by the end of 1978.

"While that 6 percent is some improvement from today's 7.3 percent unemployment rate, 6 percent is still a higher unemployment rate than experienced at any time since World War II, with the exception of 1958, 1961 and the last two disastrous years.

"We can't accept such mediocre improvements in the unemployment situation. We must do better, and we can do better."

Oswald said the worst part of the Carter stimulus program is the proposal for business tax cuts. Tax cuts won't create jobs or feed unemployed workers' families, he declared.

"Corporations need customers, not tax gifts. And they'll get customers when the millions of unemployed have jobs again—and not before," he said.

Oswald also called for a Federal Reserve System "more responsive to the needs of the American people, rather than the bankers who now control its board," and for an evaluation of international flows of American capital, equipment, and licenses to determine that they are in the country's best interests.

Labor Studies Center Lists Schedule for April

Three institutes open to officers and staff members of all AFL-CIO national and international unions are being offered at the George Meany Center for Labor Studies at Silver Spring, Md., this month. The center is also sponsoring an off-campus program in April, an institute on testing and selection procedures at the University of Wisconsin, Madison, Apr. 24-29.

Two AFL-CIO departments and a national union will use the campus facilities for their own training programs. The Building & Construction Trades Dept. will present a safety training program, Apr. 11-22. The Dept. of Education will offer a program on teaching methods and techniques for union officers and staff, Apr. 24-29. The United Transportation Union will conduct a leadership program on "The General Chairman and His World," Apr. 17-29.

The April schedule of institutes:

Collective Bargaining III: Emerging Areas of Disputes Settlements—From 4 p.m., Monday, Apr. 11, to Thursday, Apr. 14.

Civil Rights—Topics include: The role of the civil rights and women's rights designees, the community, working through coalitions, fair housing, redlining, government and equal employment opportunity, the Office of Federal Contract Compliance programs, legal implication of Title VII, Equal Pay Act, affirmative action, working women today, the outreach programs, and school desegregation without turmoil. From 4 p.m., Sunday, Apr. 17, to Thursday, Apr. 21.

Organizing—Topics include: mechanics of an organizing campaign, working with prospective members, developing leadership, making an organizing committee work, the law of organizing, ways of dealing with the strategy and tactics of anti-union employers. From 4 p.m., Sunday, Apr. 24, to Friday, Apr. 29.

More information about these and other labor studies programs may be obtained from Fred K. Hoehler, Jr., director, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Phone 301/431-6400.

Glenn Watts Named To Mental Health Panel

Glenn E. Watts, president of the Communications Workers, has been named by President Carter to the new 20-member Commission on Mental Health.

Mrs. Carter is honorary chairperson of the panel, which recently held its organizational meeting. The commission will gather information on the nation's progress in the mental health field, reporting its findings to the President.

White House Adds Backing:

Mine Safety Transfer Gets Wide Support

Union and Administration officials joined in urging Congress to bring hard-rock miners under a strengthened Coal Mine Health & Safety Act, and to transfer all mine safety enforcement from the Interior Dept. to the Labor Dept.

The legislation is supported by unions representing workers in all types of mining, and has been a major crusade of the Steelworkers since 1972, when 91 USWA members were killed in Idaho's Sunshine Mine disaster.

This year, for the first time, it has White House support. Interior Sec. Cecil Andrus testified at House and Senate hearings that President Carter endorses the legislation and also favors stiffer penalties on operators of unsafe mines.

The Steelworkers, with 100,000 members in iron ore, nonferrous and quarry mines, sent President-elect Lloyd McBride and Treasurer-elect Frank S. McKee to testify for the bill.

McBride told the Senate Human Resources Committee that the work of hard-rock miners is among the most hazardous in the nation and their safety protections among the weakest and poorest-enforced.

Committee Chairman Harrison A. Williams, Jr., is sponsor of the Senate bill, which has 25 co-sponsors. The principal sponsors of the House version are Representatives John H. Dent (D-Pa.) and Joseph M. Gaydos (D-Pa.)

Last year the House passed a similar bill despite the Ford Administration's opposition, but it did not reach a vote in the Senate.

McBride told the Senate panel that many of the occupational health hazards have come to light since 1966, when Congress passed the law that first set up federal safety standards for non-coal mines.

He cited testimony by government occupational health authorities that "as a group, workers in metal mines and mills are exposed to an even wider range of pneumoconiosis-producing dusts than are coal miners. They are also exposed to a number of carcinogens, including asbestos, arsenic, uranium and berryllium."

McKee, who is currently director of the USWA western district that includes most of the union's mine worker members, told the House Labor Committee that workers "should not have to wait any longer for adequate safety and health protection."

He and McBride stressed the "inherent conflict of interest" between the Interior Dept.'s responsibilities for resource development and its obligations on worker safety and health.

One or the other must suffer, they said, and "historically it has been the safety effort which has done the suffering."

An important feature of the bill from labor's viewpoint is a provision assuring that workers won't lose pay when a mine is temporarily closed to remedy a safety defect.

Andrus told the House and Senate committees that he supported the President's decision on shifting jurisdiction to the Labor Dept. even though he would have preferred to keep it in the Interior Dept.

He testified that the death and injury rate in mining is still "unacceptably high" and said that under present law it is often cheaper for mine operators to "pay the penalties than to strive for a violation-free mine."

The Oil, Chemical & Atomic Workers testified to a "frightening" lack of safety and occupational health protection, especially for uranium miners facing the risk of lung cancer from release of "radon daughters" gas.

The legislation, including the shift to Labor Dept. jurisdiction, also is strongly supported by the unaffiliated United Mine Workers, which represents workers in the nation's coal fields.

Water Heater Kit Reduces Fuel Cost

Government research has found that a new kit to increase the efficiency of home hot water heaters produces substantial energy savings.

The kit, available at hardware and department stores around the country, consists basically of a blanket of fiberglass insulation that reduces the rate of heat loss and the energy required to keep the water hot.

Most hot water heaters are inefficient users of energy. The new do-it-yourself kit turns high energy-consuming heaters into appliances less costly to operate. Research sponsored by the Energy Research & Development Administration and the Federal Energy Administration also found the kit safe.

The kit fits both electric and gas hot water heaters, although the government suggests that extreme care be used in installing it on gas water heaters. Costing $17 to $20, the kit yields savings of $5 to $20 a year.

AT SENATE HEARINGS, Steelworkers President-elect Lloyd McBride presented the union's case for strengthening mine safety laws and transferring enforcement from the Interior Dept. to the Labor Dept. With him are USWA Legislative Director Jack Sheehan, left, and Frank S. McKee, right, the union's treasurer-elect.

Heavy Bargaining Year:

Major Industry Contracts Coming Up for Negotiation

Union negotiators, facing another year of heavy bargaining, have their work cut out for them as they attempt to keep pace with price increases and shore up workers' purchasing power.

In 1977, major collective bargaining agreements covering 4.9 million workers will be negotiated, compared to 4.4 million last year and 2.8 million in 1975. These workers had gross average weekly earnings in 1976 that were 6.8 percent above a year earlier, but inflation and taxes devoured all but one-tenth of 1 percent of this gain.

Steve Beckman, a research assistant in the AFL-CIO Dept. of Research, points out in the current issue of the Federationist, the AFL-CIO monthly magazine, that workers' purchasing power is now about where it was in 1965, having failed to share in the productivity gains of the past 11 years.

Negotiated wage adjustments in 1976 were below those negotiated in 1975, Beckman notes. In manufacturing, for example, first-year wage increases negotiated in 1976 averaged 9 percent, compared with 9.8 percent in 1975. When measured over the life of the contract, increases last year averaged 6 percent a year, compared to 8 percent in 1975.

This year's negotiators will be looking to last year's bargaining patterns for guidance, Beckman says, with job security taking on new emphasis. Major industrywide negotiations in 1977 include steel, coal mining, telephone, and railroads. Also, workers in contract construction, services and state and local government will negotiate multiple local agreements.

During 1976, new cost-of-living escalator provisions were negotiated in 51 major settlements covering 281,000 workers. About 6 million workers under major agreements—pacts covering 1,000 or more workers—now are protected by escalator clauses, or 61 percent.

"While such protection by no means keeps income rising along with inflation," Backman observes, "more and more workers are relying on such provisions to help them maintain their purchasing power and to obtain a part of business's increased earnings."

COL clauses were extended last year for the first time to the Rubber Workers after a long strike with the Big Four tire producers. Also, some 90,000 clothing workers in the shirt, pants, and outerwear industries won an annual escalator provision in the second and third years of a new contract negotiated by their union, the Clothing & Textile Workers.

Beckman points out that ceilings are being eliminated in many escalator clauses, replaced by "uncapped" adjustments such as that won by 13 unions in coordinated bargaining at General Electric and Westinghouse.

Of current escalator provisions, about 40 percent call for quarterly reviews of the consumer price index, 42 percent for annual reviews, and the remainder mostly for semi-annual review.

Fringe benefits continued to improve in 1976, although negotiated increases in employer payments often were required to maintain benefits at existing levels, Beckman reports. This was especially true in pensions and medical insurance, he notes.

Pension advances were primarily in increased benefits for future retirees, but there were also many contracts with provisions for helping current pensioners fight inflation.

Beckman notes that the Supreme Court decision removing pregnancy from mandatory coverage by sickness and accident disability benefits could mean an increase in 1977 contracts that spell out pregnancy benefits, such as the Retail, Wholesale & Dept. Store Union's contract with Macy's in New York providing for two-thirds' salary for six weeks of pregnancy.

Other bargaining developments last year that set trends for 1977 were in the area of job security and income security. Better severance pay provisions improved income security for workers in many locations. Steelworkers at Allied Chemical will receive $110 for each year of service, up from $75, to a maximum of 30 years. Retail Clerks at Bambergers in New Jersey won one week's pay for each year of service up to 15 years rather than the previous limit of 12 years.

Reduction in the work year through more vacation time and more holidays also continued in 1976. Vacation bonuses in the form of a week's extra pay or payment for more than 40 hours per week were extended in many contracts.

The work year was reduced by the Auto Workers in both auto and agricultural implement industries. In autos, they won 12 days off in the second and third years of the contract for employees with at least one year of seniority.

Among major situations this year are:

- Steel—The Steelworkers' contracts with the 10 major basic steel firms expire in August for 365,000 workers.
- Aluminum— Steelworker and Aluminum Worker pacts with Alcoa, Reynolds and Kaiser covering 42,000 workers expire next month.
- Can—Steelworker agreements covering 23,000 workers expire in October.
- Aerospace—Contracts between the major aerospace firms and the Machinists and the Auto Workers expire at the end of the year for 105,000 workers.
- Shipbuilding—Contracts for 18,000 West Coast shipbuilders represented by the AFL-CIO Metal Trades Dept., expire in June.
- Mining—The Mine Workers' bituminous coal agreement covering 125,000 workers expires in December.
- Railroads—The Class I railroad agreements, covering 469,000 operating and non-operating workers, will reopen in December.
- Entertainment — Contracts covering 15,000 Stage Employees in film and television production expired in January, while 20,000 members of the Screen Actors Guild have contracts expiring in June. The Musicians' phonograph agreement covering 25,000 workers expires in October.
- Telephone—Contracts covering 650,000 Bell Telephone System workers represented by the Communications Workers and the International Brotherhood of Electrical Workers will expire in August.

NATIONAL CONSUMERS LEAGUE'S annual Trumpeter Award is presented to Evelyn Dubrow, legislative director of the Ladies' Garment Workers, by Sec.-Treas. Jacob Clayman of the AFL-CIO Industrial Union Dept. Dubrow, center, received the award for "her efforts to upgrade the quality of life for American workers." With her is Mary Gardiner Jones, president of the consumers' group. A similar award was given Sen. Warren G. Magnuson (D-Wash.) for his achievements in behalf of consumers.

NLRB Rulings Modify Policy on Arbitration

A sharply divided National Labor Relations Board narrowed the circumstances under which it will defer action on unfair labor practice charges to arbitration proceedings.

The board gave notice that it will no longer defer to arbitration allegations involving individual rights, such as discriminatory employee discharge, but will decide those cases on their merits.

But the board said it will continue to defer to arbitration allegations of an improper failure to bargain—by management or by labor—where such disputes are subject to grievance-arbitration machinery under a collective bargaining agreement.

In the Collyer Insulated Wire case in 1971, the board adopted a policy requiring unions and employers to resolve differences through arbitration instead of bringing charges to the NLRB. The Collyer doctrine has been denounced by unions as an abdication of the agency's responsibility to remedy unfair labor practices.

The board's latest actions limit its policy of deferral to arbitration. The restricted deferral doctrine was spelled out in decisions involving the General American Transportation Corp., of Port Arthur, Tex., and Roy Robinson Chevrolet of Seattle. The vote was 3-to-2 in both cases.

The first case involved a member of the Boilermakers, who charged he was laid off by General American for his union activities. The company said it laid him off for lack of work. At a May 1975 hearing, an NLRB administrative law judge denied the firm's request that the issue be deferred to arbitration under its contract with the Boilermakers. Then, ruling on the merits of the case, the judge found a violation of the National Labor Relations Act and ordered the worker reinstated with back pay.

In affirming the ruling, NLRB Chairman Betty S. Murphy and Members John H. Fanning and Howard Jenkins, Jr., concluded that such issues should no longer be deferred to arbitration. Members John A. Penello and Peter D. Walther strongly dissented, urging adherence to the deferral policy set up by Collyer.

In the Seattle case, Chairman Murphy voted with Penello and Walther in deferring the legal issues to arbitration. The case involved a contract dispute between a Machinists local and an automobile dealer. The union charged the dealer unlawfully closed its body shop and discharged several workers without bargaining on the issue with the union.

The company's decision to close the body shop, discharge the workers, and lease the operation to a non-union operator occurred during a June 1974 strike called by the union after negotiations on a new contract broke down. In her deciding opinion, Chairman Murphy argued that the issue is "clearly one of contract interpretation which an arbitrator is peculiarly competent to resolve."

White House Backs End To Food Stamp Charges

(Continued from Page 1)

month's groceries. The higher its income, the more it pays and the fewer free bonus stamps it gets.

Seidman's testimony stressed that many eligible families don't use food stamps because they can't come up with the lump sum monthly payment that is required.

If the purchase requirement is eliminated, Agriculture Dept. officials estimate that up to 3 million more eligible people will sign up for food stamps. The Administration proposes to offset that added cost by tightening eligibility so as to drop about 1.5 million persons now getting some benefits and reducing payments to many other recipients.

The most controversial feature of the Administration bill would substitute a standard $80 a month deduction for household expenses for the present itemized deduction based on actual costs for such items as rent. Families with a working member could also deduct a percentage of earnings.

The amount of free stamps allocated would depend on the net household income after these deductions.

Dropping the itemized deductions for the standard deduction has the effect of reducing benefits for households in parts of the country where housing and heating costs are highest. Thus about half the households in the Northeast will have benefits cut, but most food stamp recipients in the South will be as well off or better.

The present food stamp program expires Sept. 30, and both House and Senate Agriculture Committees have been working on legislation.

Last year, the Senate passed a food stamp bill generally supported by labor. The House Agriculture Committee reported a harsh measure, keyed to reducing benefits. But the House did not act on it before adjournment and the legislative battle started anew this year in the 95th Congress.

The Ford Administration had sought to gut the program by regulatory changes. But a court order temporarily blocked the move and the Carter Administration cancelled the changes when it took office.

Carpenter's Labels Nail A Civil Service Board

Casselberry, Fla.—You've got to be prepared for anything when you're a business agent of the Carpenters negotiating with the civil service board of this Orlando-area community.

Bill Wilson, Local 1765 business agent, found that out when he was summoned before the board for what he thought was to be a negotiating session.

According to a story in the Orlando Sentinel, the board members were miffed that Wilson had referred to them as "a slot machine that funnels employees' complaints." In retaliation, they were going to embarrass him by demanding proof that the clothes he was wearing were union-made.

The request didn't faze Wilson. Stopping just short of a complete strip tease, he managed to display union labels on all his clothes, including his undershorts.

As a parting shot, Wilson told a reporter that he was sorry he called the board members a slot machine. "They're just a rubber stamp," he was quoted.

Pace University Honors ILGWU Vice President

New York—E. Howard Molisani, first vice president of the Ladies' Garment Workers, received the Edward Corsi labor-management award at Pace University here. The awards are presented annually by the university's Corsi Labor-Management Relations Institute.

Warns of Tough Fight:

Meany Spurs Battle For Labor's Goals

(Continued from Page 1)

ing to keep it from falling below the poverty level, statutory collective bargaining rights for public employees and farm workers, and passage of bills adopted by the last Congress but vetoed by President Ford. These include repeal of the Hatch Act restriction on political rights of federal workers, strip mining controls and a measure to assure a share of imported oil cargoes for U.S.-flag tankers.

To achieve these goals, Meany noted, the Executive Council has authorized an assessment of one cent per member per month for a six-month period, and a task force is now working to prepare materials for distribution to affiliated unions and central bodies.

The first of these materials—the policy statements of the Executive Council on labor legislation, an article on the need for common sense in labor law, and a speech detailing areas in which labor proposes to improve the law—were enclosed with Meany's letter.

"Implementing and making best use of these materials will depend on your cooperation and assistance," Meany said. He urged union leaders, for example, to seek opportunities to address civic and community groups to explain labor's legislative package.

Every union summer school, stewards' training program or legislative conference should include sessions on what labor seeks and why, Meany added. He also asked union members to contact their congressmen, senators, friends and neighbors in support of the AFL-CIO program.

"The labor press carries a heavy responsibility of educating union members on the issues," Meany observed. "Its columns will be an effective way of reaching the millions of union families who receive labor papers and will counter the paid advertising by the so-called Right to Work Committee which will seek to confuse the issues.

"Every misleading editorial in commercial newspapers and on radio and television should be answered with factual, reasoned responses," he said.

Meany also called upon local unions to supply AFL-CIO national headquarters with ammunition in the form of factual examples illustrating the human need for labor's program. These might be examples of low-paid workers whose families are in dire straits because of failure to raise the minimum wage, workers fired for attempting to organize a union, long delays in receiving certification because of employer delaying tactics, or other examples.

"I am confident that we can achieve our goals," Meany declared. "But victory depends on you—on your commitment, your constant work with your congressman and senators. The future of millions of workers depends on all of us."

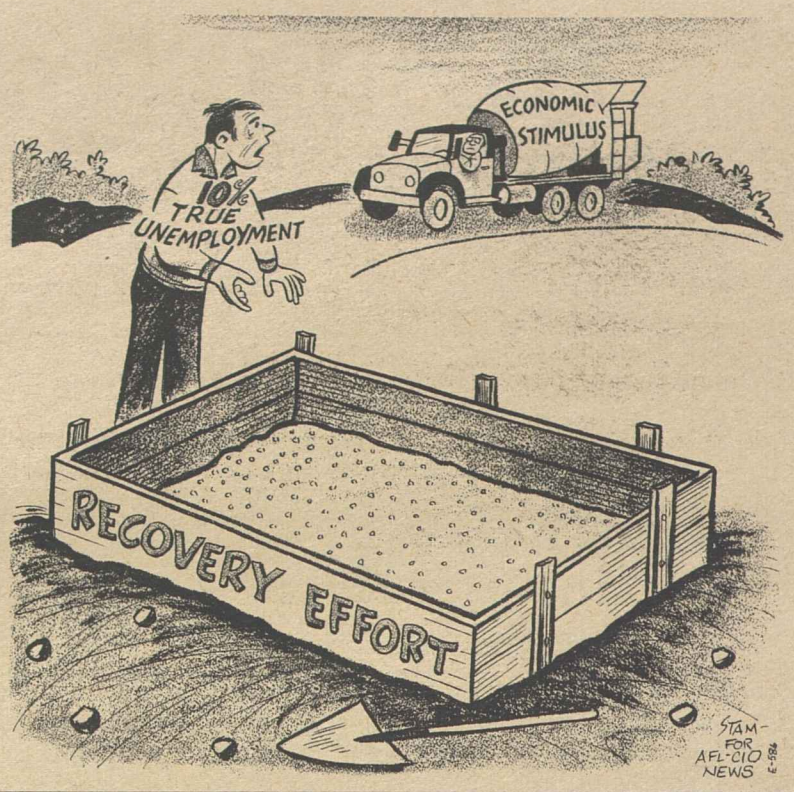
Sun Pact Winds Up '77 Oil Bargaining

Denver—The Oil, Chemical & Atomic Workers wrapped up 1977 bargaining with the oil industry with contract settlements at Sun Oil Co.'s Toledo, O., and Marcus Hook, Pa., facilities.

Sun Oil was the last major petroleum company to settle with the Denver-based union. Over 400 production and maintenance workers struck Sun's Toledo plant on Feb. 5. An agreement was reached Mar. 21.

At Marcus Hook, where 1,250 production workers and 120 office employees struck on Mar. 9, a new contract was approved on Mar. 28.

'Pour It On!'



Jobless Rate Dented But Crisis Persists

(Continued from Page 1)

counts as unemployed those workers too discouraged to seek jobs and half of those working part-time because full-time jobs are not available to them. BLS does not factor in these categories in determining the official jobless rate.

"No honest analyst can pretend that America has recovered from its economic disaster," Meany said, "since in key goods-producing industries employment is lower today than it was before the recession began. The unemployment rate for blacks, teenagers, construction workers, and women heads of households remains disastrously high."

He said that the monthly BLS report on jobs means that, despite all the talk in Washington about economic stimulus, "nothing concrete has been accomplished and the need for governmental action remains acute."

The AFL-CIO has proposed a $30-billion jobs-creation program this year to put some 2 million Americans back to work. The Carter Administration's economic stimulus package of roughly the same amount would cover a two-year period, and take the form mostly of tax rebates and reductions.

BLS Commissioner Julius Shiskin, testifying before the congressional Joint Economic Committee on the latest unemployment figures, said that despite the rebound from the weather-related layoffs jobless figures for nearly all worker groups remain "at unprecedentedly high levels by historical standards."

Shiskin noted that teen-age unemployment, which rose from 18.5 to 18.8 percent from February to March, has not abated, and said that the rate for young people remains "close to the high levels reached in early 1975 at the peak of the recession."

The jobless rate for teen-aged black workers was much higher than that for teen-aged jobseekers as a whole. The rate for young blacks rose nearly three percentage points from February to March, and stood at 40.1 percent.

The jobless rate for adult women remained unchanged at 7.2 percent in March, as the over-the-month decline in unemployment occurred entirely among men, BLS said. The jobless rate for adult black workers, at 9.4 percent, remained nearly twice as high as that for adult whites, 5.4 percent.

Total employment in March rose by 513,000 to 89,475,000 while the labor force increased 394,000 to 96,539,000. The number of Americans without jobs in March was 7,064,000, down from 7,183,000 in February.

The number of "discouraged" unemployed last month was 929,000, while the number of persons working part-time because they could not find full-time employment was 3,276,000.

The jobless rate for adult men fell to 5.4 percent from 5.8 percent in February. The rate for household heads dropped from 4.9 to 4.6 percent while the rate for full-time workers fell from 6.9 to 6.7 percent.

Construction workers, hard hit by bad weather conditions in January and February, experienced some improvement in March but their jobless rate still hung high at 14.2 percent.

Carter Backs New Agency to Aid Consumers

The Carter Administration has asked Congress to enact legislation creating an Agency for Consumer Advocacy, a goal sought by organized labor and the consumer movement for the past eight years.

In a message to Congress, the President said that the proposed agency "will not be another regulatory agency," adding: "Its purpose is to improve the way rules, regulations, and decisions are made and carried out, rather than issuing new rules itself."

The agency would have the power to help consumer groups represent themselves before governmental units and in court proceedings. Esther Peterson, the President's new special assistant for consumer affairs, who presided over a White House briefing on the President's message, said that the agency would be designed "for participation in very large administrative proceedings."

The Administration also proposed:

- Legislation to give funds to consumer groups to help them better represent themselves in government proceedings and to give federal courts "more discretion to reimburse litigation costs."
- A law which would give citizens more power to sue the government in "appropriate cases."
- Legislation that would expand the possibilities for class action suits on behalf of consumers, an activity which has been limited by some recent court rulings.

Congressional supporters of the consumer-advocacy agency hailed Carter's consumer package, and promised action on the agency proposal by July 1. Both the House and the Senate passed a bill to create a consumer agency in 1975, but the measure died in conference because of President Ford's opposition to it.

Mrs. Peterson is the second consumer advocate appointed to a high Administration post. Carol Foreman, executive director of the Consumer Federation of America, recently was sworn in as assistant secretary of agriculture for food and consumer services.

Mrs. Peterson's position is the same one she held in the Johnson Administration from 1964 to 1967. A former assistant secretary of labor under both Johnson and President Kennedy, she served for many years as a legislative representative for the Clothing Workers and later in the same capacity with the AFL-CIO Industrial Union Dept.

Congress Waters Down Extension Of Supplementary Jobless Benefits

(Continued from Page 1)

rate were at least 6 percent. Combined with the permanent unemployment compensation programs, that amounted to a maximum entitlement of 65 weeks in the states with the highest unemployment.

The new law provides only a single 13-week FSB entitlement, in states with at least 5 percent insured unemployment. (A 5 percent rate in jobs covered by unemployment insurance is the equivalent of more than 6 percent unemployment by customary definition.)

While both the House and Senate had agreed on limiting FSB to 13 weeks instead of 26, the House had compensated for this by making more people eligible. Its bill would have allowed the program to be triggered on in a high-unemployment metropolitan area, even when the state as a whole did not qualify. But it bowed to the Senate and that provision was dropped.

- The former law relied on the customary state requirement that persons receiving unemployment compensations must actively look for work and may not turn down any suitable job.

But the new law defines suitability so that someone getting FSB payments could be required to take almost any job paying at least the minimum wage.

- General revenue funds will finance the new program, and states were given an additional two years to repay federal funds they borrowed to meet recession-caused rises in unemployment benefit payouts.

Persons eligible for 26 weeks of FSB who have used up their first 13 weeks won't be dropped from the program until after April, the legislation provides.

As of mid-March, 639,000 persons were receiving FSB payments.

In other developments as Congress prepared to begin an Easter Week recess:

- Both the House and Senate voted to postpone the effective date of a provision of last year's tax law that ended the sick pay exclusion for most workers. Even though the tax law wasn't enacted until last fall, the sick pay change was made effective for the entire 1976 tax year. The result was an unexpected heavy tax for persons who had lengthy illnesses during 1976 and found they could no longer deduct up to $100 a week of disability pay from their taxable income.

The legislation that was only a technical step from final passage when the AFL-CIO News went to press restores the sick pay exclusion for 1976, and taxpayers entitled to such benefits may file an amended return for a refund if they have already sent in their tax statement.

- The House passed a bill funding career education programs after its Education & Labor Committee amended it to meet AFL-CIO objections to the original version.

Dropped from the bill was language that would have allowed funds to be used unpaid "work experience" for students. The AFL-CIO contended that students should not be farmed out to employers to work without wages.

Added to the bill was a labor-sought amendment barring use of federal funds for any programs that result in displacement of regular workers by students. And the bill also requires specific labor representation on the Advisory Council on Career Education—a body that now does not have any members from the trade union movement.

Wholesale Prices Take Sharp Jump

The Bureau of Labor Statistics reported that wholesale prices rose by 1.1 percent in March, the sharpest monthly increase in almost a year and a half. The rise came on the heels of a nine-tenths of 1 percent jump in February.

Changes in wholesale prices are usually reflected in the retail prices paid by consumers.

Higher farm and food prices accounted for most of the rise in the government's wholesale price index last month. Farm prices soared 2.5 percent as prices for raw coffee, cocoa and tea went up. Processed food prices increased by 1.9 percent on the strength of higher prices for pork, roasted coffee, cereal, bread and animal feeds.

Correspondence about address corrections should be sent with attached mailing label to: AFL-CIO Subscriptions, Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

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Steelworkers Win Wage, Security Gains

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Abel Hails 3-Year Pact For 340,000

By James M. Shevis

Substantial wage and benefit gains, earlier retirement, and what Steelworkers' President I. W. Abel termed "a good start" toward lifetime security highlight the new three-year contract between the union and the nation's 10 major steel companies.

The agreement, reached in Washington on Apr. 8, ended seven weeks of negotiations and laid the groundwork for the union's forthcoming negotiations with the copper, aluminum and container industries. The new pact covers about 340,000 workers whose current contract is scheduled to expire on Aug. 1.

Abel, who headed the union's seven-member negotiating team, described the new pact as "a fine settlement with solid gains" for USWA members. It is "most satisfactory," he said.

Ratification of the agreement by the union's Basic Steel Industry Conference came after the pact was initially rejected during a stand-up count. On a roll call vote, the agreement was approved, 193 to 98.

General wage increases under the pact will total 40 cents an hour this year and 20 cents an hour in each of the next two years. In addition, "job-class increments" will increase four-tenths of a cent an hour this year and three-tenths of a cent an hour in 1978 and 1979.

The settlement includes unprecedented guarantees underpinning the income and employment security of senior workers, a major objective of the union in this year's bargaining.

Other key contract improvements include increased pension benefits for all workers who retire after July 31, greater sickness and accident benefits, life and health insurance liberalization, a new vision-care program to take effect in 1979, and an 11th paid holiday.

The basic steel settlement extends the terms of the union's Experimental Negotiating Agreement through 1980. ENA, which has governed the steel talks since 1974, guarantees workers a minimum increase in the standard hourly wage rate, a $150 bonus, and continuation of a cost-of-living escalator provision. The parties agree not to resort to strikes or lockouts and to submit unresolved national issues to binding arbitration.

While the agreement was reached

(Continued on Page 3)

Carter Asked to Set Limit On Apparel Imports Rise

Top NLRB, Mediation Posts Filled

President Carter has designated new chairmen of the National Labor Relations Board and the Federal Mediation & Conciliation Service, in both cases replacing Republicans with Democrats.

Wayne L. Horvitz, currently chairman of the Joint Labor-Management Committee of the Retail Food Industry, was nominated by Carter to head the mediation service. On his confirmation by the Senate, he will succeed James F. Scearce, who has held the post since February 1976.

Carter picked the senior member of the NLRB, John H. Fanning, to serve as the labor board's chairman. Betty Southard Murphy, who held the post since early 1975, will remain on the board. Her current term runs to December 1979.

There is one vacancy still to be filled on the five-member NLRB, resulting from the recent resignation of Peter D. Walther.

Fanning, formerly a career government employee, was first appointed to the NLRB by President Eisenhower and was reappointed to subsequent five-year terms by Presidents Kennedy, Johnson and Nixon. He participated in a record 20,000 decisions during his 20-year tenure. He is 60 years old.

Horvitz, 56, has been a labor relations official for the General Cable Corp., a university professor, an independent arbitrator and mediator and was chairman of the Food Industry Tripartite Wage & Salary Committee of the Cost of Living Council in 1973-74.

PRESIDENTS OF two apparel unions and AFL-CIO President George Meany meet with reporters after presenting labor's case for a more realistic limit on clothing and textile imports directly to President Carter. From left: Murray H. Finley of the Clothing & Textile Workers, Sol C. Chaikin of the Ladies' Garment Workers and Meany.

Meany Steps Up Drive:

Minimum Wage Goal Leads Labor Agenda

The AFL-CIO called on its affiliates and central bodies to let Congress know that "the entire labor movement" is behind the drive to lift the minimum wage above the poverty level.

In terms of labor's legislative agenda, that's "the next fight in Congress," AFL-CIO President George Meany wrote presidents of affiliated unions. "Our goal is a wage floor which will bring minimum wage workers out of poverty and prevent a widening gap between these workers and others in the economy."

Meany asked presidents of affiliates to take personal leadership in enlisting all levels of their unions to the effort.

Members of Congress must learn, he urged, that "industrial workers, service and public employees, building trades, professionals" all reject the "woefully inadequate" $2.50-an-hour wage floor proposed by the Administration.

The Carter proposal for a future automatic link to 50 percent of average wages would leave millions "locked forever in poverty," Meany warned.

By contrast, the bill introduced by Rep. John Dent (D-Pa.) would peg the minimum wage initially at $2.85 and index it thereafter at 60 percent of the average manufacturing wage.

Meany urged "a very substantial flow of mail to members of Congress in support of a fair minimum wage and opposing the Administration's shameful proposal."

He noted that the AFL-CIO Dept. of Legislation and the Dept. of Organization & Field Services have called on state central bodies

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Unions Cite Continuing Job Loses

By David L. Perlman

Unions seeking to save the jobs of America's apparel and textile workers asked President Carter to insist that a new international trade agreement set a realistic limit on the annual rise in textile product imports.

Top officials of the Clothing & Textile Workers (ACTWU) and the Ladies' Garment Workers (ILGWU) went to the White House with AFL-CIO President George Meany to present their case directly to Carter.

They told the President that 144,000 jobs have been lost in the past 10 years under a Multifiber Textile Arrangement that allows imports to rise 6 percent a year—and in some components at an even faster rate.

They gave him projections—including a special study by former Sec. of Labor John T. Dunlop—that warned that if the trend continues another 10 years imports will account for 50 percent of all clothing sales with a corresponding cut in jobs for workers with few alternative opportunities.

At a news conference at AFL-CIO headquarters, Meany, ILGWU President Sol C. Chaikin and ACTWU President Murray H. Finley told reporters that Carter had listened attentively, asked intelligent questions and promised to read in full the text of the reports.

They were hopeful, they told

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Jailings, Fines Fail to Deter School Strike

Teacher strikes in Kansas City and Cincinnati drew broad labor support both locally and nationally as union members struggled for fairer treatment and better contract terms.

AFL-CIO President George Meany sent a telegram to President Norman B. Hudson of the Kansas City Federation of Teachers pledging the federation's full backing in the teachers' four-week-old strike marred by wholesale teacher arrests and the jailing of five pickets.

"In this latest example of unfair treatment for public employees, Kansas City authorities have jailed five teachers for exercising their

(Continued on Page 3)

Legislation Pressed to Guarantee Pregnancy Benefits for Women

A woman who is absent from work because of pregnancy or childbirth should receive the same benefits her employer provides to persons unable to work because of other temporary disabilities, the AFL-CIO urged at House hearings.

Special Counsel Laurence Gold asked Congress to write that principle into law through a strengthening amendment to the section of the Civil Rights Act that bans sex discrimination in employment.

The bill, which Gold termed essential to securing "equality for women in the workplace," is being pushed by a coalition of unions, women's groups and civil rights organizations. Eighty-two House members joined in sponsoring it, including Rep. Augustus F. Hawkins (D-Calif.), chairman of the House Labor Subcommittee on Employment Opportunities which is considering the bill.

Employer groups have attacked the measure as too costly, but three Carter Administration officials gave it a strong endorsement.

Testifying for the bill were Assistant Attorney Gen. Drew S. Days III, representing the Justice Dept.; Alexis Herman, director of the Labor Dept.'s Women's Bureau, and Ethel Bent Walsh, acting chairman of the Equal Employment Opportunity Commission.

Gold, who was joined at the witness table by AFL-CIO Assistant Legislative Director Kenneth Young, challenged the "inflated"

(Continued on Page 3)

Longshoremen Strike for New Container Pact

New York—The Longshoremen struck seven shipping companies from Maine to Virginia in a dispute over contract terms and the handling of containerized shipments.

Thomas W. Gleason, president of the ILA which represents Atlantic and Gulf Coast dockworkers, said that union negotiators had made "every effort we could" to reach a contract to replace the current agreement slated to expire on Sept. 30. But, he charged, talks had reached an impasse, largely as a result of a National Labor Relations Board decision that struck down a contract provision giving ILA members the right to handle mixed loads of cargo in containers loaded and unloaded within a 50-mile radius of New York City.

Management, represented by the Council of North Atlantic Shipping Associations, joined the ILA in fighting the NLRB ruling all the way to the U.S. Supreme Court, but the high court refused to review a lower court's finding upholding the NLRB's decision.

While the current ILA contract does not expire until the fall, Gleason said the union had the right to strike because it had served a formal 30-day notice in February calling for reopening the pact on seven major items, including wages and pensions.

Among other proposals, the ILA is seeking a raise in hourly pay from $8 to $10, a 32-hour work week, and double-time pay for holidays and weekend work. Some 35,000 dockworkers are involved in the contract dispute. The strike was expected to have its major effect in New York.

LABOR'S PARTICIPATION in local and state programs on crime prevention are discussed by Director Clarence M. Kelley of the Federal Bureau of Investigation, Director Leo Perlis of the AFL-CIO Dept. of Community Services and President Richard A. Plumb of the Barbers & Hairdressers at AFL-CIO headquarters.

Labor's Role Stressed In Crime Control Effort

The labor movement has long been involved in efforts to improve the nation's criminal justice system, Thomas R. Donahue told community service representatives from 32 unions at a crime prevention conference.

Donahue, executive assistant to AFL-CIO President George Meany, said that organized labor has always been in the forefront when the nation took on the task of solving serious social problems. And labor remains committed to playing a key role in the struggle to reduce crime through preventive programs and to reform the criminal justice system.

Donahue and Director Clarence Kelley of the Federal Bureau of Investigation were the leading speakers at the conference jointly sponsored by the AFL-CIO Dept. of Community Services and the National Council on Crime & Delinquency (NCCD).

In referring the federation's support for crime prevention measures, Donhaue cited the cooperative efforts of a number of labor-backed community programs established with the assistance of NCCD.

Donahue also noted that the AFL-CIO Executive Council has proposed a 15-point comprehensive program to improve the criminal justice system through an overhaul of enforcement agencies, the courts and correctional facilities.

The council stressed in its statement that "the answer lies not in more and more jails, but in directing society's efforts against crime with an unswerving commitment to justice and eradication of the social ills that underlie the increase in crime."

Labor's efforts toward fulfilling this commitment are illustrated by local and state programs created with the aid of the federation's Dept. of Community Services, Donahue said.

Kelley observed in his address that the federation is clearly helping to mobilize other citizens through the programs developed by local labor community service committees.

He praised the efforts of the AFL-CIO in working closely with NCCD and other groups.

John A. Sessions Dies, Veteran Labor Educator

John A. Sessions, assistant director of education for the AFL-CIO, died Apr. 12 at his home in Washington, D.C. Sessions, who was 58, had been in failing health for the past two years but continued on the job.

He joined the federation's Dept. of Education in 1961 after serving as executive secretary of training instruction for the Ladies' Garment Workers for eight years.

Earlier, Sessions was an assistant professor at Cornell University where he had earned his doctorate degree in English. He also had taught at the University of Michigan.

In a message to his family, AFL-CIO President George Meany and Sec.-Treas. Lane Kirkland said, "Jack was an able and hard-working staff member whose professional approach was always scholarly, yet responsive to the aspirations of workers and their families.

"His advice and counsel were sought throughout the labor movement and he always gave generously of his talents to serve the community," Meany and Kirkland said.

Education Director Walter G. Davis noted that Sessions played a vital role in the development of AFL-CIO policy on public education. Active in local school affairs, Sessions served on the District of Columbia board of education from 1964 to 1970.

Sessions wrote numerous articles on education and labor history. He also served as chairman of the National Capital Labor History Society, an organization he helped found. He was a member of both the Teachers and the Newspaper Guild.

Survivors include a son, Roger, and daughter, Hilary. Funeral services were private, but a memorial service is scheduled Apr. 27 at 11 a.m. at AFL-CIO headquarters.

The family requests that instead of flowers, contributions be sent to the Washington Teacher Union Scholarship Fund of Washington Federation of Teachers Local 6.

Ad Drive Hits Natural Gas Deregulation

Energy Action, a public-interest group in Washington, is making available to union and other publications an advertisement urging Americans to write President Carter and Congress about their opposition to the proposed deregulation of natural gas.

The ad attempts to counter the current media blitz by the gas industry seeking to lift controls of natural gas. It notes that Big Oil is demanding billions of dollars in higher natural gas prices that would occur under deregulation.

"Paying the natural gas ransom will mean higher unemployment as well as higher inflation," the ad states. Energy Action, joined by a coalition of union and consumer groups, has been fighting deregulation proposals since it was formed in 1975.

Copies of the public-service message can be obtained by writing Energy Action, 1523 L St., NW, Washington, D.C. 20005.

RCIA Board Names New Vice Presidents

The executive board of the Retail Clerks has elected three new vice presidents to fill vacancies, RCIA President James T. Housewright announced.

They are Douglas H. Dority, Jr., who is currently director of the union's northeastern division; Jay H. Foreman, administrative assistant and special counsel to Housewright, and Richard J. Perry, who heads the RCIA professional employees division.

Orders Tariff Imposed:

Court Rules Japan Subsidizes Exports

New York—A three-judge panel of the U.S. Customs Court here in a unanimous decision ruled that Japanese electronic goods are subject to countervailing duties by the Treasury Dept.

The decision was based on the court's finding that Japanese imports have a competitive advantage over American-made electronic products because of tax rebates from the Japanese government.

The case was brought by the Zenith Radio Corp., which claimed because of the subsidies, Japanese manufacturers of color television sets, radios, recorders and other electronic products were enjoying an unfair advantage in the U.S. market.

Under the court's order, the Treasury Dept. would be required to impose duties on the Japanese goods of 5 to 40 percent—matching the amount of tax relief they receive from the Japanese government.

The Justice Dept. said it would appeal the decision on behalf of the Treasury Dept. to the Court of Customs & Patent Appeals.

COMPACT, a labor-industry coalition fighting to save jobs in U.S. color TV manufacturing, said the court's decision corroborates the coalition's earlier findings that Japan had been subsidizing its TV exports.

The coalition also pointed out that a 30 percent jump in color TV imports in the first two months of 1977 tends to refute assurances of Prime Minister Takeo Fukuda that shipments to the U.S. market would slacken from last year's record level.

COMPACT came to that conclusion in reporting that a record 513,000 TV sets were shipped in from Japan during January and February.

Imported color TV sets commanded 44 percent of the U.S. market last year, an increase of 171 percent over 1975. Because of the high rate of imports, the U.S. International Trade Commission found that the American TV manufacturing industry has been seriously injured.

And despite Fukuda's conciliatory remarks during a visit to the United States last month, COMPACT Co-Chairmen Jacob Clayman and Allen Dawson said that the 30 percent rise in imports clearly indicates "the Japanese trading companies are actually stepping up their offensive against American industries and jobs."

Clayman, secretary-treasurer of the AFL-CIO Industrial Union Dept., and Dawson, executive vice president of Corning Glass Works, said they must view with skepticism the Japanese promises to cut back shipments.

The coalition said it would not accept any agreement the Administration might make with Japan that solely involves voluntary restraints on Japanese TV imports into the United States.

In discussions with Carter, Fukuda was reported as indicating that Japan would voluntarily restrain TV exports to the United States. And in a talk before the National Press Club, Fukuda said TV shipments to the United States would likely taper off from last year's record levels.

Citing a record U.S. trade deficit in February, Clayman and Dawson said the setback could be attributed in part to "the continuing Japanese trade offensive against our home markets in TV sets, automobiles and a long list of other products.

The United States imported $11.7 billion worth of goods in February — an all-time record — which brought the trade deficit for the month to $1.87 billion.

Nine IUD affiliates and four TV firms make up COMPACT.

Service Cutbacks Seen In Airline Deregulation

Five AFL-CIO unions joined in warning Congress that deregulation of the nation's airlines would lead to poorer service at higher cost to the flying public.

A Senate subcommittee is considering bills that would to various degrees do away with federal restrictions on interstate airline routes, schedules and fares.

Advocates of deregulation contend that stronger competition would force down fares to the public's gain, but the union witnesses cautioned that just the opposite would happen.

Appearing together at the Senate hearings were President William Gill of the Flight Engineers; Machinists Vice President John F. Peterpaul; Robert F. Bonitati, assistant to the president of the Air Line Pilots; Allen W. McCauley, air transport director of the Railway & Airline Clerks, and Transport Workers Legislative Director Frank O'Connell. Their joint statement was presented by Attorney William G. Mahoney.

While the Civil Aeronautics Board can be criticized for its administration of the law, the unions said, the need for regulation is as valid now as it was in 1938 when the Civil Aeronautics Act was first passed and in 1958 when it was rewritten as the Federal Aviation Act.

Without such regulation, the unions said, competition for profits would have overcrowded the most populous routes and left other areas underserved.

Deregulation "ultimately would leave the individual consumer with a more expensive, lower quality service or no service at all, depending upon the points between which that consumer wished to travel."

The unions' statement noted that advocates of deregulation point to the relatively low fare charged by the PSA airline in California which is not federally regulated because it operates in only one state.

It is state-regulated, however, the unions pointed out. Furthermore, it flies in an area of heavy passenger traffic but good flying conditions. The conditions of flying between San Francisco and San Diego can't be compared with the comparable mileage between Boston and Washington, the unions said.

The cutthroat competition of deregulation would inevitably lead to cutting corners on safety, the unions warned, and to reduction of workforces below the level needed for proper services.

For 340,000 Workers:

Steelworkers Win Wage, Security Pact

(Continued from Page 1)

without the need for arbitration, the controversial matter of contracting-out was left to a joint committee to resolve over a two-year period. The settlement calls for establishment of a joint review commission composed of three representatives from each side and one impartial chairman to "conduct a thorough investigation of the facts involving contracting-out, including the sending of work outside the plant," and reporting its finding no later than Sept. 1, 1979.

A special protective guarantee will assure union members that they will not lose income due to the use of outside contractors.

A cost-of-living escalator clause providing quarterly increases of one cent an hour for each rise of three-tenths of a point in the federal consumer price index calls for an early roll-in of a 14-cent COL adjustment which became payable on Feb. 1. The adjustment will take effect on May 1.

Greater job and income security, through increased protection against layoffs and plant closedowns, are provided USWA members with 20 years or more of service. For such workers, the new contract provides an extra year of supplemental unemployment benefits, doubling the current 52-week coverage, in the event an employee is not offered appropriate work at his home plant or suitable long-term employment elsewhere.

The maximum sickness and accident benefits duration also is raised from one to two years for disabled workers, provided the disability is not permanent.

Twenty-year workers who accept job transfers will be guaranteed 90 percent of their former rate of pay for as long as two years, up from 85 percent.

Employees with 20 or more years of service who lose their jobs because of a plant shutdown or extended layoff or disability also will have a new opportunity to retire earlier. If their age plus years of service equal 65 or more and the company fails to offer suitable long-term employment, employees will receive special supplements of $300 a month in addition to their pension until they become eligible for social security at age 62.

The parties also agreed to establish by May 1 an Employment and Income Security Task Force, which will be charged with implementing the provisions for workers with long service.

Regular pension benefits for workers who retire after July 31 will increase by $2.50 per month times a worker's number of years of service over the term of the contract. The minimum pension formula will rise from the current $11 to $12.50 per month for each of a worker's first 15 years of service, effective Aug. 1. A year later the formula will go to $13.50 for the first 15 years of service. For the next 15 years, the formula will provide $15 a month times the number of years of service. For service beyond 30 years, the formula goes up to $16.50.

Improvements for current pensioners include a $15 monthly increase across the board for those who retired after July 31, 1974.

The union's SUB plan is improved to the extent that the maximum weekly payment is raised from $100 to $125 for weeks in which employees receive unemployment benefits, plus $1.50 a week for each dependent up to four. For weeks in which unemployment compensation benefits are not paid, the maximum is raised from $135 to $170.

The union's agreements with the nation's three major aluminum companies expire next month. Contracts with the country's four major copper compines run out in June, and those agreements with the four major can companies expire in October.

STEELWORKERS PRESIDENT I. W. Abel, addressing the members of the union's Basic Steel Industry Conference, explains the terms of the new three-year settlement with the nation's 10 major steel companies. Seated, from the left, are President-elect Lloyd McBride and Vice Presidents John S. Johns and Leon Lynch.

Jane O'Grady Joins Legislative Staff

Jane O'Grady has joined the staff of the AFL-CIO Dept. of Legislation after 12 years as legislative representative of the Clothing & Textile Workers and the pre-merger Clothing Workers.

O'Grady became the Clothing Workers' legislative representative in 1963 and served until 1968, when she was named legislative representative for the Committee for Community Affairs. She returned to the Clothing Workers post in 1970 and served until her appointment as an AFL-CIO legislative representative.

Boycott Action Supports Coors Brewery Strike

The AFL-CIO has approved a national boycott against the Adolph Coors brewery in Golden, Colo., and is asking union members and the public to refrain from purchasing the Coors beer it produces.

The action was announced by AFL-CIO President George Meany following unanimous approval by the federation's Executive Council, which was polled on the boycott.

The boycott is the latest development in a simmering contract dispute between Coors and a directly affiliated local union of the AFL-CIO in Golden.

Nearly 1,500 members of DALU 366 struck the brewery on Apr. 5 after contract talks reached an impasse. The local's old contract expired last Dec. 31, and Coors management has tried to insert regressive language.

The company seeks, for example, to give supervisors the right to order production workers to undergo lie-detector tests or physical examinations at any time. The council termed this proposal "a gross violation of human dignity." The company has also refused to negotiate a union-security clause in any new pact.

In addition, the union has accused the firm of trying to end the current procedure under which employees choose their shift assignments on the basis of seniority and of proposing a reduction in extra pay for less desirable work shifts.

The Executive Council asked affiliates, the federation's state and city central bodies, the Union Label & Service Trades Dept., and labor publications to do everything possible to support the boycott.

AT&T Tax Breaks Worth $2.4 Billion

The special tax breaks allowed to corporations were worth $2.4 billion to the giant American Telephone & Telegraph Co., the Wall Street Journal noted.

That's the amount AT&T saved by paying only 9.4 percent of its record 1976 income in federal taxes — instead of the "normal" corporation tax rate of 48 percent. The difference is accounted for by such tax avoidance devices as fast depreciation and investment tax credits.

The big savings on taxes enabled the company to avoid having to go to the money market or issue additional stock in order to raise capital. AT&T Comptroller Robert Flint is quoted as saying that the tax-avoiding benefits are "like interest-free loans from the government."

Benefit Parity Pressed For Pregnancies

(Continued from Page 1)

cost estimates of the bill's opponents.

The added annual cost to employers nationwide, he said, would average about $1.50 a worker. "The critical public goal of equal treatment for women," he contended, "is worth far more than these relatively small amounts."

Gold said the bill should make clear that equality of treatment must not be achieved through reducing benefits already provided for temporary disabilities not related to pregnancy.

"Legislation designed to correct discrimination cannot achieve its objective if an employer who has been discriminating responds by decreasing benefits or compensation," he stressed.

A companion bill has been introduced by Senate Human Resources Committee Chairman Harrison A. Williams, Jr. (D-N.J.) with other co-sponsors, and Senate subcommittee hearings have been scheduled for Apr. 26 and 27.

Groups supporting the legislation had contended that the general ban on sex discrimination in the Civil Rights Act made exclusion of pregnancy benefits illegal, but the Supreme Court majority held otherwise in rejecting a suit filed by the Electrical, Radio & Machine Workers against General Electric.

Meany Assails Jailing Of Striking Teachers

(Continued from Page 1)

right as free citizens to withhold their labor from an unfair employer," Meany observed.

The Kansas City teachers, members of Local 691 of the American Federation of Teachers, also received a wire from President W. Howard McClennan of the AFL-CIO Public Employee Dept. urging them to remain firm in their demands for higher quality of education.

"Arrests of union members, court injunctions and fines, firings and the hiring of strike breakers cannot possibly contribute to labor peace," McClennan said. "Your refusal to be broken by these tactics is an example to millions of public employees across the nation."

Some 3,000 teachers struck on Mar. 21 after the city board of education refused to make a financial offer and instead insisted on a longer school year and other contract rollbacks.

When the board tried to open special centers for high school seniors with non-union personnel, the 160 teachers who picketed the locations were arrested for contempt of a judge's restraining order. Five later were fined between $250 and $400 each in addition to receiving 15-day jail sentences. The court also appointed a special prosecutor to seek criminal contempt charges against all strikers.

AFT President Albert Shanker said in a statement that "the fact that the board has not made a financial proposal in six weeks of negotiations affords overwhelming evidence of its bad-faith posture." He called the board's tactics "incomprehensible and grossly irreponsible."

The Greater Kansas City Labor Council urged all working parents in the Kansas City School District to keep their children out of school, warning them not to entrust the care of the youngters to "administrators who have not taught for many years, college students, substitute teachers and some volunteer parents."

In Cincinnati, members of AFT Local 1520 struck the city's school system on Apr. 13 over the failure of the board of education to bargain on wages and working conditions. Certified as bargaining agent for the city's 3,000 teachers only last December, the union views the board's obstinacy as a test of strength.

The board has refused to offer more than a token salary increase and has balked at agreeing to binding arbitration of grievances. The strike has the full support of the Cincinnati Labor Council.

Wage Floor Drive Heads Labor Agenda

(Continued from Page 1)

and regional directors to help develop "grass roots support for a fair minimum wage."

A letter from Legislative Director Andrew J. Biemiller called for active involvement in the Coalition for a Fair Minimum Wage being organized by civil rights, labor, women's and religious groups that "share a concern for the working poor."

Biemiller suggested that state central bodies help bring together similar groups "that will influence your congressional delegation to support major improvements in the Administration proposal."

Joseph Malony Dies, Retired Steel Leader

Sun City, Ariz.—Joseph P. Malony, a former vice president of the Steelworkers—the union he helped establish—died here Apr. 7 after suffering a stroke.

Malony, who was 68, served as a USWA vice president from 1965 until his retirement in 1973.

Malony was one of the original organizers appointed to work on the Steel Workers Organizing Committee in 1937 which eventually led to the formation of the USWA.

At the union's first convention in 1942, Malony was elected director of USWA District 4, which covered New York State. He was re-elected to that position at subsequent conventions until his election in 1965 as vice president.

USWA President I. W. Abel described Malony as "one of the finest gentlemen and officers our union has ever had. He possessed that rare sense of genuine commitment to the ideals of our union and the labor movement in general."

Malony's dedication to the union and its members contributed greatly to the growth and the success of the USWA, Abel said.

Survivors include Malony's wife, Marguerite, and a son, Michael.

The Inflation Pressure Pot

THE MAJOR UNDERLYING inflationary pressures on the economy come from high unemployment and badly underutilized plant and equipment.

Today 7.3 percent of the labor force is looking for work, according to government statistics. The actual figure, using more encompassing definitions of unemployment, is closer to 10 percent. The unemployment rate is the highest in the postwar period except for the Ford recession years 1975-76.

Over $200 billion worth of potential output was lost in 1976 due to the high levels of unemployment. In addition, each 1 percent increase in the unemployment rate cost the Treasury nearly $20 billion and state and local government treasuries nearly $5 billion through reduced tax receipts and higher unemployment and welfare payments.

Industry is operating at only 80.7 percent of capacity but companies have increased prices to assure profits at these lower, less-economical levels of production. Some price increases anticipate either future cost increases or fears of controls rather than actual costs or market pressures.

During the last three years workers have been victimized by high unemployment rates and the failure to achieve real gains in income. Real spendable earnings of non-supervisory workers in private industry are 4 percent below the 1973 level. Real average hourly compensation for all non-farm workers in the private sector is up only 1.8 percent from three years ago.

In addition to broad-gauged monetary and fiscal stimulus and overall manpower programs, particular programs should address themselves to these price factors:

● Basic agricultural policy should be aimed at stabilizing food prices so that they are fair both to the farmer and to the consumer. Adequate stockpiles should be maintained to protect domestic supplies and insure price stability.

● Energy allocation should be the preferred method for directing segments of the economy toward alternative energy sources such as coal and water. Energy policy should not depend upon price or selective tax increases for allocation of scarce supplies of oil and gas.

● An adequate supply of money and lower interest rates are necessary to encourage general expansion of the economy and to help spur the new investment that is needed to sustain an expansion. Interest rates for home mortgages need to be reduced for housing to be fairly priced and in adequate supply. The difference between a 6 percent and a 9 percent 30-year mortgage on a $30,000 loan is $22,000 over the term of the loan and $61 on the monthly payment.

● Health care is in dire need of a new delivery system—a national health insurance program that will limit profiteering and soaring costs, an important source of inflation.

● Antitrust laws need to be strictly enforced in order to encourage real competition throughout the economy. These laws have fallen victim to court delays and legal shenanigans, thickets that must be abolished if government is to prevent administered pricing of goods, cornering and dividing up of markets by cartels.

Wage and price controls are incapable of handling inflationary problems fairly and equitably. The government is not equipped either to monitor the thousands of price decisions constantly made in the economy or to second-guess the wage decisions made in thousands of collective bargaining situations.

Only policies to bring down unemployment and put idle plant and equipment to work can produce the full employment that will ease the inflationary pressures on the economy.

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Some Bargain

Job Losses Mount:

Spreading Flood of Imports Laps at Additional Industries

By Gus Tyler

THE AMERICAN SHOE INDUSTRY is an imperiled species. What President Carter proposes to do to save the endangered trade is likely to prove useless—if not worse.

The crisis in footwear is much bigger than it looks, because what happens to boots and shoes today is also happening to apparel, textiles, electronic assembly, plastics, rubber goods, ceramics, bikes, toys, novelties, cameras, and specialty steel, and will soon be happening to the giants of our economy, like basic steel, autos, aircrafts, computers and the like.

But footwear is a timely case study of what's wrong in this industry and what's wrong with Carter's proposed remedies.

The number of shoe factories in the United States has fallen from 600 to 380 in less than 10 years. The result has been a loss of 70,000 jobs.

Where did the jobs go? Overseas. More than half the shoes sold in the United States are imports from countries where the hourly wage is not counted in dollars but in pennies—like two dozen pennies an hour. Taiwan and Korea alone are responsible for more than half the imports.

The rate at which these imports flood our markets threatens to wash away the American industry totally. In 1974, Korea and Taiwan exported 97 million pair of shoes; two years later (1976), they exported 200 million pairs.

To check this flood, the International Trade Commission, a U.S. agency, recommended that we impose substantially higher tariffs for the next five years. President Carter says no. Instead, he proposes that we negotiate quotas with other countries on levels of exports and that we offer a variety of aids to our domestic industry.

The negotiated quota idea is not new—it has been in operation for several years in the apparel and textile industries. And while it is certainly a means to regulate flooding, if it is used in the future as it has been used in the past, it will provide no relief at all.

In the 10 years between 1966 and 1976, the the number of employees in the textile and apparel industries (the nation's largest factory employer) shrunk by more than 144,000, while imports in the last year alone rose by more than 34 percent—in spite of quotas.

Carter proposes to assist American shoe producers with technological know-how, with marketing devices, and with financial aid to undertake these improvements.

But of what good is all this if the American shoe producer then proceeds to make his superior technology available to a "contractor" in Korea or Taiwan whose output is committed exclusively to the American shoe company for sale in America—as is already the case? And of what value is superior marketing skills by an American company if it then puts these talents to work to sell the imports here at prices to produce windfall profits?

And why should the American people pay for this process, which is nothing more than an expensive way to commit suicide?

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Who Benefits From Imports?

We are the 2 million men and women employed in the textile and apparel industry of America—the nation's largest employer of factory workers.

We are threatened with extinction. In the last 10 years, more than 144,000 of our jobs have been washed away in a flood of imports. In the last year alone, the tide rose by an added 34 percent.

We are losing our jobs to people who are doing our work abroad for 19 and 20 cents an hour.

Who benefits from all this? Not the impoverished worker overseas whose pay is pitiable. Certainly not the American worker who loses his or her job. Not even the consumer, because the importing companies and retailers mark up the price to inflate their profits.

We cannot allow imports to pour in at a rate that wipes out thousands of American jobs every year. We cannot allow loopholes that permit other countries to exceed the quotas on which we agreed.

. . . We do not plead for ourselves alone. When we are out of work, we can't buy what other Americans make.

—From a joint advertisement of the Clothing & Textile Workers and the Ladies' Garment Workers.

Moynihan to Social Democrats:

New 'Social Contract' Needed To Strengthen Labor's Role

The following is excerpted from an address by Sen. Daniel Patrick Moynihan (D-N.Y.) at a dinner of the Social Democrats, USA, honoring AFL-CIO President George Meany.

IN AN INTENSE but remarkably honest and creative debate at the turn of the century, the Socialists argued that American labor should found its own political party and dedicate itself to a long-term effort to build a new society. But Samuel Gompers, his colleague, Peter McGuire, and the early American Federation of Labor chose otherwise.

The choice, and its gradual acceptance by the rest of American society, was a "social contract" which has been the basis of social stability and progress for much of the modern era of American democracy. Its terms were simple and direct:

- First, labor would not "seek to transform the American economic system by posing an alternative system."
- Second, labor would not "seek to transform the American political system by founding its own political party."
- But, third, in return, the labor movement would not only be permitted but would be encouraged to seek to gain within the American system so constituted a broad range of material and social benefits for the people it represented.

One would search long and hard through the political history of this century to find a broad social agreement that has been so honorably and scrupulously upheld as American labor's adherence to that social contract.

There are some who think of themselves as the left who want labor to abandon the social contract of Gompers and McGuire, and to launch into the sort of ideological and political warfare that prevails in so much of the world.

There are also those on the right who believe that labor should give up the old demand for "more," and proclaim that it now has "enough." In this view, labor has achieved its goals, and now should restore all powers of social and economic decision-making to their rightful proprietors—to the corporations, the foundations, the editorialists, and certain right-thinking government officials. Either way the grand social contract is dissolved.

Both the left—the false left—and the right would dissolve the contract. Neither is comfortable when labor holds a respected place at the table, speaks with its own voice, conducts its own negotiations, and makes its own demands. Both want labor to renounce its "selfish," "narrow" interests, and to dedicate itself to the broader public good—as those outside the labor movement will define it.

One has the feeling that we may be on the threshold of a certain crisis in relations between American labor and the wider society, a crisis which, however, we have every prospect of surmounting. I have a sense that the social contract is coming up for renegotiation, and as I would hope reaffirmation. And I think it is time that this society offered a new package to American labor—one that will reaffirm and renew our social contract. After all, it has been the best labor contract any society has ever had.

Such a package should have as its proclaimed purpose doing away with the variety of legal and procedural obstacles which now impede the growth and effectiveness of the American labor movement.

UNLIKE SO MANY who profess to be pro-labor, the Social Democrats have had the wisdom and intellectual integrity to learn from the real experience of the trade union movement. And now it is time for them to teach what they have learned.

Your insight has been that the particular practical, bread-and-butter successes of the American labor movement have not been won at the expense of "the best interests of the whole country," that indeed they have contributed in a major way to the interests of the public-at-large. Your understanding of this truth makes you crucial allies, for example, in labor's campaign against "right-to-work."

You can explain why the growth of stable unionism in the South will provide major benefits to American blacks. You can argue that industries which evade their responsibilities to their employees will in the end bring trouble to the South, just as they have left trouble behind them in the North. You can point out how free enterprise and competition—which modern Social Democrats no longer categorically oppose—are subverted when unfair labor laws turn businesses from trying to produce better products more efficiently to trying to find groups of workers who are more vulnerable to exploitation.

The Social Democrats USA now accept that the social contract its predecessors disputed a half century ago was no sweetheart contract. The American labor movement has worked under that contract, as the old radical phrase put it, "to build a new society in the womb of the old."

It is no exaggeration to say that some major steps toward social democracy have already been achieved in this country. It is time that truth was told to a skeptical world. It is time our own people understood how the misunderstood particularism of American labor has brought not only benefits that are universal in our society, but has demonstrated truths which are surely international in their implication.

Boycott 'Starting to Roll':

Basic Human Rights Key Issue In Union Struggle at J.P. Stevens

HUMAN RIGHTS are as much at stake as union rights in the struggle with J. P. Stevens & Co. that is now in its 15th year, Sec.-Treas. Jacob Sheinkman of the Clothing & Textile Workers declared.

Sheinkman said that while the focus is on the drive to bargain a contract for the seven Stevens plants in the Roanoke Rapids, N.C., area, where ACTWU won certification more than two years ago, Stevens's long record of bitter anti-unionism and law violations has drawn the support of the labor movement, religious and citizen groups across the country. He said the nationwide boycott of Stevens-made products is "now really starting to roll," with community-based citizen committees heading up the local "don't buy" campaigns.

Sheinkman said on Labor News Conference that Stevens's long string of National Labor Relations Act violations has made the company the "nation's number-one labor law violator." But, he said, Stevens's scorn for the statutes isn't limited to just the labor law field. He pointed out that the company has also been involved in bugging the motel rooms of union organizers, violations of the Equal Employment Opportunity law and price-fixing.

"There is a law for Americans which all American companies and individuals have to abide by," Sheinkman asserted, adding that "Stevens feels that it doesn't have to play by the same rules that everyone else plays by." He said that safety and health conditions that fail to meet federal standards have been found in some plants, and that workers have been severely injured as a result of improper guards on the machines and a lack of instruction in their use.

Sheinkman declined to predict how long the J. P. Stevens fight will take, but he declared the union is committed to the drive for "as long as it is necessary to succeed." Workers in the South are awakening to the fact that they have rights just as other Americans have, he said, and a breakthrough at Stevens would demonstrate to workers in all industries that they can express their rights.

Questioning Sheinkman on the AFL-CIO produced public affairs program were Lloyd Schwartz of the Fairchild Publications and David Prosten of Press Associates, Inc.

By Press Associates, Inc.

THERE IS at present a growing campaign across the nation arguing that there is something inherently evil about government regulation of business.

OSHA—the Occupational Safety & Health Administration—has been a prime target of this campaign. Other intended victims are airline regulation, railroad regulation and the public-interest regulation of a host of other businesses and industries.

If the "free marketers" could have their way, most of these regulations would be wiped out.

A fight is going on right now in the Senate Committee on Commerce, Science & Transportation over the Carter Administration-supported proposal to deregulate the nation's airlines.

The "deregulation" proponents represent a surprisingly mixed bag of political viewpoints. Principal sponsors of the airline deregulation proposal are Senators Edward Kennedy (D-Mass.) and Howard Cannon (D-Nev.).

Most of the leaders of the Carter Administration, including Treasury Sec. Michael Blumenthal and Chairman Charles Schultze of the Council of Economic Advisers have testified in favor. Transportation Sec. Brock Adams supports the "concept" but thinks the government ought to move slowly to avoid "chaos."

The unions that represent airline employees—the Machinists, the Railway & Airline Clerks, the Flight Engineers, the Transport Workers, the Airline Pilots and the Teamsters—are outspokenly opposed. And most of the major airlines are opposed.

Opponents of deregulation presented such strong arguments against the pending legislation that sponsor Cannon seems to be backing away from his own bill. And "Mr. Conservative" himself, Sen. Barry Goldwater (R-Ariz.), has indicated disenchantment with the deregulation proposal.

THE POSITION OF THE UNIONS, representing 325,000 employees, was presented to the subcommittee by William G. Mahoney, a Washington attorney who has represented the railroad unions in their never-ending battles with the executives of the nation's railroads.

Mahoney recalled that W. H. Vanderbilt, a "robber baron" of the railroads in the 19th century, said "the public be damned." He recalled that Charles E. Wilson of General Motors, when he was President Eisenhower's Secretary of Defense, had implied that "what's good for General Motors is good for the nation."

"Yet today," said Mahoney, "this committee is considering proposed legislation that promotes the identical concept so defiantly announced by Vanderbilt and put a bit less crudely by Mr. Wilson."

It's the old, familiar argument that if the economic forces of the marketplace are allowed free rein, everything will work out for the best in this best of all possible worlds.

"One need not," Mahoney said, "extend one's view beyond the history of the transportation industry in this country to determine that unfettered economic forces, particularly in industries that affect the public interest, bring about the most extreme anti-consumer results."

Unfettered economic forces also can bring about extreme anti-labor results, anti-safety results, unemployment, inefficiency, lower wages, reduced benefits, poor working conditions, low morale and a lot of other problems.

That's why the country has found it necessary to have a labor relations law, pure food and drug laws, safety and health laws, toxic chemical laws, interstate commerce laws and a lot of other government "interference" in the operation of the "free enterprise" system.

The historic struggle to promote the general welfare and make it prevail over the special interests is a continuing battle.

Even if airline deregulation is defeated in this Congress, the "free market" interests will be back again, preaching the gospel in behalf of other big business and industry interests.

THE 15-YEAR STRUGGLE at J. P. Stevens focuses as much on human rights as on union rights, Clothing & Textile Workers Sec.-Treas. Jacob Sheinkman, center, declared on Labor News Conference. He was questioned by Lloyd Schwartz, left, of the Fairchild Publications and David Prosten of Press Associates. The radio interview is produced as a public service by the AFL-CIO.

EMPLOYMENT PROBLEMS affecting union members in the arts, entertainment and communications media are discussed by President Frederick O'Neal of the Actors & Artistes at conference in New York (top photo). Ellen Wernick of the AFL-CIO Human Resources Development Institute (lower photo) during a Los Angeles conference lists government programs available to improve job opportunities in the arts. Five performing arts unions participated in the discussions.

NLRB Double Standard Charged in Beef Strike

The Meat Cutters accused the National Labor Relations Board of employing a double standard in handling complaints arising out of the union's contract dispute with Iowa Beef Processors, Inc.

"This green light for the company and red light for the union is a double standard in direct conflict with NLRB's responsibilities," Meat Cutters President Harry R. Poole and Sec.-Treas. Samuel J. Talarico declared in a statement.

Poole and Talarico said that four months ago the union asked the NLRB for relief from unfair labor practices by the company. The union said the firm laid off 400 special fabricators and contracted their work out to another company which the union charges is a dummy company controlled by Iowa Beef. The second company, Farm Products, Inc., then signed a contract with an unaffiliated union.

The Meat Cutters charged that the NLRB response to the complaint "has been lethargic, to say the least. . . . We still await NLRB action against this company with its long history of anti-unionism and substandard wages."

By contrast, the union officials pointed out, a company complaint of alleged picket-line abuses galvanized the NLRB's Kansas City regional office into "instant action." On Mar. 10, the same day the company complaint was docketed, a board investigator commenced an inquiry at Iowa Beef's Dakota City, Neb., plant. Two weeks later, the NLRB issued a complaint against the union.

"This action was taken without having interviewed a single union representative, without having advised the union of what specific items were in the charges and without providing the union with a single opportunity to respond to the charges," Poole and Talarico said.

"It is apparent that the NLRB has grossly violated its charter to ensure that fair play prevails in labor-management relations."

The Meat Cutters struck Iowa Beef's Dakota City plant on Feb. 26 after contract talks reached an impasse. The old contract had expired on Jan. 22. Some 2,400 members of Local 222 are seeking improvements in wages and fringe benefits that are well below those of other meat packers and far behind the level in the pattern contract the union negotiated in the industry last year.

Huge Bonuses Added to Pay Of Executives

Top business executives received substantial pay raises as a result of last year's 28 percent boost in corporate profits.

A Business Week survey of executive pay shows that bonuses, which are often awarded for achieving profit goals, accounted for some of the dramatic pay hikes in 1976. At Chrysler Corp., for example, Board Chairman John J. Riccardo received a $445,900 bonus last year while the company's president, Eugene A. Cafiero, got a $401,300 bonus.

Neither man received a bonus in the previous two years but Chrysler's profits last year rose by $328 million. In 1975, earnings fell $207 million. Counting his salary, Cafiero had $620,000 in total pay last year, a 243 percent increase over 1975. Riccardo's total earnings were $692,000 or 220 percent more than in 1975.

Harold S. Geneen, chairman of International Telephone & Telegraph Corp., had the highest total remuneration of any corporate executive listed in the survey. ITT's proxy statement shows his pay totaled $846,398, or 9 percent above the 1975 level. David J. Mahoney, chairman and president of Norton Simon, Inc., was close behind at $844,444, up 44 percent over 1975.

At General Electric Co., where 1976 profits rose 35 percent, Chairman Reginald H. Jones received a 24 percent increase in total pay.

Arts Unions Briefed on Job Funding

The use of government-funded programs to expand job opportunities for union members in the arts, entertainment and broadcast media were explored at a series of regional conferences held in New York, Chicago and Los Angeles.

The three orientation workshop sessions were conducted by the Council of AFL-CIO Unions for Professional Employees (CPE) and the federation's Human Resources Development Institute in cooperation with five unions.

Discussions at the conferences centered on ways unions could make better use of federal job programs, including the Comprehensive Employment & Training Act, to increase employment in the performing arts and to help the unions identify more closely with the social needs of their communities.

A team of HRDI staff members, headed by Institute Director Charles E. Bradford, was on hand to explain the various federal programs available to the participating unions.

Unions taking part in the conference were the Musicians, Actors' Equity, Television & Radio Artists, Screen Actors and the Musical Artists.

30,000 to Get Raise On C-O-L Escalator

Pittsburgh—The Steelworkers announced that some 30,000 USWA members employed by three major aluminum companies received a cost-of-living increase of 6 cents an hour as of Mar. 7.

This COL hike brought to 28 cents the total quarterly adjustments made in hourly wages since Mar. 1, 1976, which will be included in the regular wage structure at Aluminum Co. of America, Reynolds Metals Co. and Kaiser Aluminum Co.

COL adjustments under the union's 1974 agreement with the three companies amounted to 89 cents before March 1976 and are now a permanent part of the standard hourly wage rate.

Year-to-Year Study:

Joblessness Picture Shows Little Change

Joblessness in America showed little improvement between the first quarters of 1976 and 1977, the Bureau of Labor Statistics reported.

The nation's unemployment rate during the 12-month period fell only two-tenths of 1 percent to 7.4 percent and the number of people without work declined by less than 100,000, BLS observed in a report on first-quarter 1977 labor force developments.

Separately, BLS reported that jobless rates in 20 states and the District of Columbia were higher than the national unadjusted rate of 8.5 percent in February and unchanged in six others. Rates fell in 20 states and were unavailable in four others.

The highest unemployment rates in February were in the more populous and industrialized western and northeastern states, BLS said. The lowest jobless rates continued to be found toward the geographic center of the nation.

Most metropolitan areas for which February data were available reported lower jobless rates than a year earlier, but some 21 metropolitan areas reported joblessness in excess of 10 percent. Of these, five were in New York, four in Pennsylvania, and three in California.

The estimates of state joblessness are based on the number of state unemployment insurance claimants and the estimated number of jobless workers ineligible for such benefits. The state data are not seasonally adjusted.

While the first-quarter data showed a sharp improvement in the jobs picture from the fourth quarter of 1976, the year-to-year improvement was less marked, BLS said. At the end of the first three months of last year, there were 7,130,000 Americans officially unemployed. At the end of the 1976 first quarter, the number of jobless workers was 7,068,000. Total employment over the year did rise by 2.5 million, but the gain was nearly offset by rapid labor force expansion.

Between the fourth quarter of 1976 and the first quarter of this year, male and female family heads, married men and women, and full-time workers all posted large declines, but there was an increase among part-time workers and the teen-age rate was little changed.

The jobless rate for part-time workers rose from 10.2 to 10.7 percent over the quarter while the rate for teen-agers, 17 percent, was down only one-tenth of 1 percent. For black teenagers, the jobless rate increased from 36.4 to 37.8 percent.

Over the year, joblessness remained about the same for many groups of workers, including those of Spanish origin, white and black veterans, and poverty and nonpoverty area residents, BLS said.

Pottery Workers Re-Elect Officers

East Liverpool, Ohio—President Lester H. Null, Sr., Sec.-Treas. George R. Barbaree and 10 incumbent vice presidents of the Pottery Workers were re-elected to four-year terms in a referendum election.

All of the incumbents received an absolute majority of the votes cast in what the union terms its primary election. A general election runoff between the two top contenders would have been necessary otherwise.

Null was elected to his third full term, polling 80 percent of the vote in a three-way race. Barbaree, who has been secretary-treasurer since 1969, defeated his lone opponent, 6,138 to 1,094.

The union became an affiliate of the Seafarers last year, but retains its identity and autonomy.

Glass Container Accord Posts Gains for 52,000

Media, Pa.—A pattern-setting three-year agreement the Glass Bottle Blowers negotiated with the Owens-Illinois Co. has now been extended to 14 other glass container manufacturers covering about 52,000 GBBA members.

The new contracts provide for substantial improvements in wages and benefits, including a 25 percent increase in pensions for already retired GBBA members.

The master agreement, which went into effect Apr. 1, calls for wage increases of 50 cents an hour the first year and 43 cents an hour in each of the following two years. The old contracts expired Mar. 31.

GBBA President Harry A. Tulley, who with Sec.-Treas. James E. Hatfield led the union's team of negotiators in discussions with Owens-Illinois, termed the agreement "the best contract we have ever won."

Owens-Illinois is the nation's largest glass container manufacturer, employing nearly 10,000 GBBA production and maintenance workers. The 14 other firms employ an additional 42,000 GBBA members.

In fringe benefit improvements, the agreement provides for eye care and hearing aids, in addition to orthodontic care for workers' children. Sickness and accident benefits, life insurance and payments to doctors for hospital care were all increased. Major medical protection was also increased to $100,000.

In the pension area, full retirement benefits are now available at age 55 for workers with 30 years of service, the union said. A "level-of-income" supplement is payable to workers who retired early with less service.

And if an employee age 50 or older with 10 or more years of service dies before retirement, half of his vested pension will be paid to the surviving spouse.

For presently retired workers, the new agreement increases pension benefits to $6.25 a month for each year of service. Under the old contracts, the rate was $5 a month.

The 14 glass container manufacturers signing the agreement in addition to Owens-Illinois are Anchor Hocking, Brockway, Chattanooga, Diamond, Foster-Forbes, Glass Containers, Glenshaw, Indian Head, Liberty, Ball, Metro, Kerr, Midland and Thatcher.

At OSHA Hearing:

Stiff Lead Standard Sought As Workers Detail Hazards

By John R. Oravec

Lead smelter and battery plant workers made a strong case for substantially lowering government exposure limits to lead dust in workplaces as they described at federal hearings their job-related health disorders and how some employers frustrated their union's efforts to improve working conditions.

Testifying before an Occupational Safety & Health Administration panel considering a new federal lead standard, 15 Steelworkers said it is common throughout the lead products industry for workers to get "leaded."

Getting "leaded" is the term they use to characterize various stages of lead poisoning resulting from high levels of lead in their blood.

They also described how exposure to high lead dust levels brought on kidney and nervous system dysfunctions and other health impairment that required them and a number of fellow workers to be hospitalized.

Several of these workers had been exposed to lead dust levels both below and above 100 micrograms per cubic meter of air. Others had been exposed to levels above 200 micrograms, the current permissible level.

OSHA has proposed reducing the exposure limit to 100 micrograms over an eight-hour work period, which it contends would relate to a blood lead level of 40 to 60 micrograms per 100 grams of blood.

The Steelworkers, along with the AFL-CIO and several unions are pressing for a reduction to 40 micrograms of airborne lead dust, which would better assure safer blood lead levels.

Labor safety experts and medical consultants have warned that the OSHA proposals on lead exposure and blood levels are too high to adequately protect workers.

George Becker of the USWA safety and health department told the hearing panel that recent medical studies of lead smelter workers the union conducted in New Jersey showed health disorders at relatively low lead blood levels.

In a certain grouping, Becker noted, one worker's blood lead level was 24 micrograms and 11 others were between 40 and 60 micrograms.

"Even with these low blood lead levels, all of them were suffering in excess of 30 percent reduction of kidney function," he reported.

"Most frightening is the fact that this type or amount of kidney dysfunction cannot be determined through clinical tests," Becker said. "Afflicted workers would show no symptoms, nor would they exhibit routine laboratory evidence of kidney disease."

Becker said in his testimony that employees of a lead smelter plant in Granite City, Ill., were told by company supervisors that "you're not 'leaded' until your teeth fall out."

And that's exactly what happened to John W. Cross, a retired employee of NL Industries of Indianapolis. But not only did he lose his teeth, Cross told the panel, he also had to have half of a kidney removed, suffers from failing vision and hearing, poor circulation and back pains.

Cross said he had been disabled twice during his 33 years with NL Industries. The first time was 1971, when he was off work for five months and was paid workers' compensation. The second time was in 1973, but the company doctor refused to certify that his illness was related to his job and Cross was unable to collect compensation.

As a result of the 1973 illness and his inability to return to work, Cross retired. Despite his more than three decades of service, the company refused to pay him his pension for two years until Sen. Birch Bayh (D-Ind.) intervened. He has yet to get even "one penny" of workers' compensation for his second job-related illness, Cross testified.

Like the other USWA members taking part in the testimony, Cross had been administered drugs—chelating agents—in an attempt to reduce lead blood levels. The drug did not lower Cross's lead level.

At many plants, the workers testified, company doctors prescribe the drug when employees complained of nausea, stomach cramps and dizziness. The company doctors also administered the chelating agent after giving workers blood tests to check lead levels. But in most cases, the company doctors refused to reveal to the workers their lead levels, the panel was told.

Although the misuse of these chelating agents has been assailed by the medical profession, Becker told the panel that one company doctor told him the pills were the only "scientific" way to prevent lead from accumulating in the body.

Becker said that one worker disclosed to a federal inspector in 1973 that he took as many as 250 versenate pills a week "to make sure he didn't become leaded." Under the misleading advice of the company doctors, some workers took them home for family use, Becker said.

USWA member Arthur Rutgers of Cleveland testified that a company doctor told him he should not be concerned about lead poisoning, because "black" workers are less susceptible to the toxicity of lead.

Leo Krulicki of USWA Local 14277 in Mars, Pa., told the panel the company policy at the Keystone Resources plant was to put workers on leave after their blood lead exceeded 80 micrograms.

But after they are laid off, the workers often have had difficulty collecting workers' compensation. Krulicki cited one case in which the worker had to wait five months before his compensation benefits started, causing him to resort to public welfare in the intervening period.

Ray Dennis, a USWA staff representative who services a number of lead industry locals, told the panel that the companies demonstrate a "backward attitude" toward reducing the lead health hazard.

He cited a recent effort of the union to negotiate improved health and safety conditions at one company in a bargaining agreement.

Dennis quoted from a letter the company sent to all its employees threatening to close the plant permanently unless the union dropped its safety and health demand.

Dennis said the company tactic worked. The letter caused the company employees to panic, forcing the union to withdraw its safety and health proposal, he said.

The USWA lead smelter and battery plant workers also described the problems in working with air respirators on the job and questioned the ability of these devices to reduce exposure to airborne lead.

J. William Lloyd, the union's epidemiologist, told the panel that "the only reasonable approach to the control of lead exposure is at the source" by effectively reducing the airborne dust levels through engineering.

Lloyd also warned that OSHA must seek to reduce the allowable blood level below the 60-80 microgram range because of existing evidence showing health damage at even lower levels.

Claudia Miller, USWA industrial hygienist, pointed out that certain lead-using industries are already working at the 30 microgram blood lead level. "To set any higher level for these industries would be retrogressive," she stressed.

REDUCING EXPOSURE to lead dust in the workplace to safe levels is the answer to eliminating serious health hazards, members of the Steelworkers testified at government hearings in Washington. James English, left, USWA assistant general counsel, assisted in their testimony.

THE CONSUMER'S VOICE will be heard in the Carter Administration with Esther Peterson as the President's special assistant for consumer affairs and Carol Foreman, right, as assistant Secretary of Agriculture. Mrs Peterson held the same post in the Johnson Administration and Mrs. Foreman was executive director of the Consumer Federation of America.

Louisiana R-T-W Law Target at Convention

Baton Rouge, La.—Delegates to the 22nd annual Louisiana AFL-CIO convention here called for an all-out voter education and registration campaign to help "rid the state" of its so-called right-to-work law and to regain full union rights for workers.

The state legislature revived the law last year after a 20-year hiatus under pressure from business, employer and anti-labor groups.

Louisiana's working conditions and wages—now the highest of any state in the South—would soon begin to deteriorate to the level of other "right-to-work" states, which have the lowest wages standards in the country, the delegates warned.

The convention singled out the Louisiana Association for Business & Industry (LABI) as a major force in the anti-labor legislation and called for an economic boycott of all businesses and merchants that are members of LABI.

National COPE Director Al Barkan told delegates that organized labor must work more effectively at the "grass roots" level to assure full support for its programs, particularly after the loss of the common-site picketing bill in Congress.

The immediate task facing labor is to push through Congress its job-creation program, which Barkan described as being far superior to the Administration's proposal.

He said President Carter's economic stimulus package, keyed to tax rebates and tax credits for business, would not effectively revive the nation's economy.

Labor Sec. Ray Marshall, a native of Louisiana, told the convention that the Administration is dedicated to reducing unemployment "as prudently and as fast as we can."

Marshall also noted that although Carter agreed to sign the picketing bill if it passed Congress, the measure, along with the repeal of Section 14(b) of the Taft-Hartley Act, were not given priority status by the Administration.

But Marshall said that he personally favors a "modification" of 14(b) to allow unions to negotiate with willing employers for agency and union shops.

The more than 1,000 delegates re-elected President Victor Bussie, First Vice President A. P. Stoddard and Sec.-Treas. E. J. Bourg, Sr., to new one-year terms. Bussie and Bourg were re-elected to their posts for the 22nd time.

The convention also elected seven new vice presidents and returned 12 incumbent vice presidents to office.

In major resolutions adopted at the three-day convention, delegates called for state legislation easing voter registration restrictions, collective bargaining guarantees for agricultural workers, and ratification of the Equal Rights Amendment to the U.S. Constitution.

The convention urged support for the Clothing & Textile Workers boycott of J. P. Stevens & Co. and the Musicians' boycott of Ringling Bros., Barnum & Bailey circuses.

Freeze Urged On Federal Job Changes

The Government Employees, citing loss of employment by the union's members, have asked President Carter for a full-scale freeze on the contracting-out of federal jobs and on job changes, including downgradings, pending further study of his plans to reorganize the federal government.

The request came in two resolutions adopted by the union's national executive council and forwarded to the White House. AFGE President Kenneth T. Blaylock met on Mar. 29 with Bert Lance, director of the Office of Management & Budget, to discuss the issues.

The AFGE pledged full support to the Administration in its plans to "return integrity, professionalism, and efficiency to the government," but asked for an intensive study of proposals directly affecting the federal workforce.

The resolution on contracting-out called for an agency-by-agency reporting of contracting costs, a review and revision of the cost formulas for contracting-out, and a fairer budgeting process for control purposes in addition to a freeze on the writing of new or renewed service contracts.

The second resolution asked for action by the President to avoid massive downgradings of federal jobs and to prevent implementation of the Civil Service Commission's Factor Evaluation System—a highly controversial job rating program.

The resolution called for an "immediate moratorium" on all organization, function, and position changes, particularly those resulting in downgrade.

At White House Meeting:

Apparel Unions Ask Carter To Stem Import Job Loses

(Continued from Page 1)

reporters, because their case was so strong and the alternative so grim.

Earlier in the day, members of the two unions had demonstrated in cities from coast-to-coast, leaving their sewing machines, cutting tables and looms for marches or rallies focusing attention on the import peril and urging the President to act before these jobs go the path of the shoe and television industries.

Preliminary reports indicated that more than 300,000 workers took part in the demonstrations.

With the union delegation that went with Meany to the White House were ACTWU Sec.-Treas. Jacob Sheinkman and the ILGWU's research director, Lazare Teper, who prepared the study which focused on the unique role of the apparel industries as employers of disadvantaged members of minority groups and women who often are the chief support of families.

The unions want the multifiber agreement renewed for another five years—but with the annual rise in imports limited to 3 percent instead of 6 percent. And even that, Finley told the news conference, would give imports an edge over domestic production in sharing of market growth.

The AFL-CIO Executive Council at its February meeting strongly endorsed the proposed changes in the multifiber agreement. It noted that one out of eight manufacturing jobs is in the endangered apparel and textile sector of the economy. "These jobs are located in every state of the union, in both large and small communities."

With Carter at the White House meeting were Vice President Walter F. Mondale and Robert S. Strauss, the former chairman of the Democratic National Committee who was named by Carter as the chief trade negotiator.

Chaikin told the news conference that the apparel unions resent the term "protectionist" being thrown at them like an epithet.

The union's members, whose pay is relatively low because of competition from countries where wages are pennies an hour, have already given up 30 percent of their jobs, he said.

These workers "have done more than their reasonable share" in helping developing nations, Chaikin stressed. Aid to the economy of low-wage countries is frequently used as an argument for allowing increased textile and clothing imports.

Chaikin noted also that the apparel industries have been traditional stepping stones for generations of immigrants and now for blacks, Puerto Ricans and Mexican-Americans. "We don't believe there is any government program that can take the place of jobs."

The overall multifiber agreement is followed by bilateral pacts made with the United States that amount to voluntary import quotas on various types of fabrics and products.

The unions want improvements made in the bilateral agreements—including strict limits on shifting imports from one category to another to take advantage of market changes and curbs on carryover of unused quotas to future years. But they contend that the process must start with the cut in the 6 percent annual growth rate allowed imports by the Multifiber Textile Arrangement.

Meany was asked about the AFL-CIO's relationship with the White House and the federation's criticism of Carter on the minimum wage, shoe imports and economic stimulus.

He replied that Carter's only promise to organized labor had been a "fair hearing and he's given us that." And whenever the AFL-CIO isn't satisfied with a presidential action, "we're going to speak up."

Finley was asked at one point how his union's attempt to preserve the domestic textile market could be reconciled with its call for a boycott of J. P. Stevens products.

The boycott is to bring justice to Stevens workers, Finley replied. But they can't get justice if there are no jobs in the textile industry. The union is asking people to buy products made by other U.S. textile firms, he stressed, not imported goods.

The theme that he, Chaikin and Meany reiterated throughout the news conference was the need to draw a line, to take a stand against further erosion of American jobs before industry by industry the nation's manufacturing base crumbles.

Increased Costs Cited In Graduated Mortgages

The AFL-CIO supports the idea of providing assistance for those who need it to acquire homes because they have limited incomes, the federation's urban affairs director, Henry B. Schechter, told the Senate Banking Committee. But it remains opposed to graduated-payment mortgages and individual housing accounts "because they would increase buyers' costs or cause unnecessary sacrifice of tax revenues."

Over the past few years, it has become more difficult for families to purchase homes, Schechter said. Prices and costs of homeownership have risen faster than incomes, he pointed out. With interest rates in general moving upward recently, analysts predict that mortgage interest rates also will rise.

"An increase in mortgage interest rates would mean an increase in the margin of extra cost to the homeowner of a graduated payment versus a fixed payment mortgage," Schechter pointed out.

He cited as an example an experimental graduated-payment plan of the Housing & Urban Development Dept. that calls for a 3 percent per year increase in monthly principal and interest payments for 10 years, with the payment level of the 11th year continuing for the last 20 years of a 30-year Federal Home Administration-insured mortgage.

Schechter pointed out that the total principal and payments on such a graduated payment mortgage at 8 percent interest, plus FHA-mortgage insurance premiums, "are greater than the comparable total on a fixed-payment mortgage by about $5,600 on a $35,000 mortgage and $6,400 on a $40,000 mortgage." This differential would be greater at higher interest rates.

The committee is considering bills to amend the National Housing Act to permit the graduated payment mortgage plan. Schechter said that whether such a bill is enacted, there should be at least a requirement that prospective borrowers be advised of the difference between total payments over 30 years required under a Section 245 graduated-payment mortgage and under a fixed-payment mortgage.

Poll Ranks Labor Third In Influence on Nation

Organized labor was ranked as the third most influential institution in America by a cross-section of "key decision makers in politics, business and the professions."

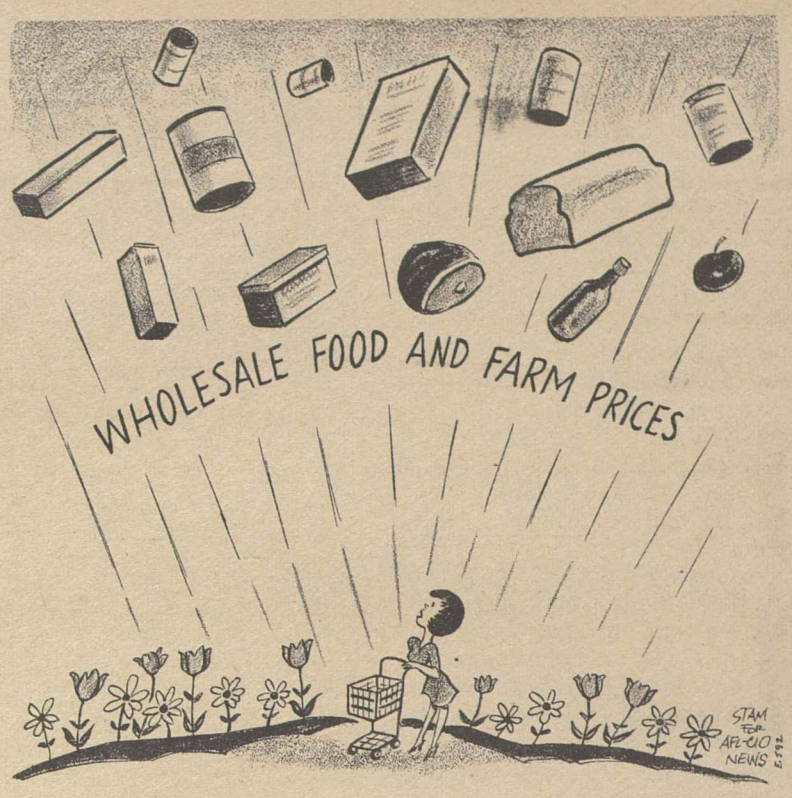
The 1,200 leaders polled by U.S. News & World Report rated the White House as the most influential institution, followed in order by television, labor unions, the Supreme Court and big business.

A similar poll last year had put the Supreme Court in second place, followed by television and unions.

In ranking individuals "who exercise the most influence in national decision making," the respondents placed President Carter first by a large margin.

AFL-CIO President George Meany was again this year listed in fourth place, preceded by Carter, Federal Reserve Chairman Arthur F. Burns and Chief Justice Warren E. Burger. House Majority Leader Thomas P. O'Neill, Jr., was ranked fifth. Gerald R. Ford, who as President ranked first in last year's poll, dropped to 24th place this year.

Persons polled were also asked to rank the most influential persons in their own field, and the top five in labor were Meany, AFL-CIO Sec.-Treas. Lane Kirkland, Auto Workers President Leonard Woodcock, Steelworkers President I. W. Abel and President Jerry Wurf of the State, County & Municipal Employees.



Public Works Expansion Slated for Early Action

Congress is expected to move quickly towards final passage of a job-generating public works expansion bill when it returns Apr. 18 from an Easter week recess. But the House-passed tax rebate that was supposed to be the pending business of the Senate was scuttled by the White House.

The Carter Administration had aggressively pushed the tax measure, which would have given a $50 per person rebate for all but the highest income brackets as an economic stimulus. The House had approved the rebate in early March, but it was facing a close vote in the Senate, where Republicans were trying to substitute a permanent cut in individual and corporate income taxes.

A few days before the showdown, the Administration switched signals. President Carter said improved economic trends had eliminated the need for the $11 billion stimulus to the nation's economy. The Administration also withdrew its proposed $2.5 billion additional investment tax credit for business and its request for a social security tax credit for employers.

The AFL-CIO had initially been critical of the tax rebate plan, urging more direct forms of job creation as an economic stimulus. But when the measure came before the Senate, the federation supported it as clearly preferable to a permanent tax cut that would freeze inequities and set back recovery from the recession.

AFL-CIO Legislative Director Andrew J. Biemiller wrote senators that labor didn't consider the rebate plan "a strong job-generator" but nevertheless supported it over the probable alternatives as "a one-time action that does not hobble tax actions later this year or foreclose other job-creating legislation."

The major job-creating bill before Congress—the expansion of the accelerated public works program — has already passed the House and Senate.

The authorization measure was stopped short of final passage by differences between the two bodies over an expansion of water pollution control programs that the Senate added to the House-passed economic stimulus bill.

The House subsequently passed its own version of the water pollution bill under a procedure allowing it to be tacked on to the earlier public works bill. But a House-Senate agreement had not been reached before the recess.

Meanwhile, an appropriations measure carrying funds for the public works expansion has also been backed up in the Senate.

Still another measure deferred until the Apr. 18 return of Congress is a labor-backed bill that would restore the sick pay tax exclusion of up to $100 a week for the 1976 tax year.

There had been widespread protests at the retroactive elimination of that tax benefit when Congress backdated repeal to the start of 1976, instead of making it effective the following year.

Both the House and Senate voted to reinstate the sick pay exclusion for 1976 only. But disagreement over an unrelated amendment held up final action.

If the disagreement is resolved and the bill is signed by the President or becomes law over a veto, eligible taxpayers would be able to apply for a refund based on recomputation of their 1976 taxes.

Rail Unions Seek More Safety Funds

Rail unions urged Congress to provide more funds for safety enforcement and cited a 25 percent increase in railroad accidents last year.

James R. Snyder, safety committee chairman of the Railway Labor Executives Association, said an understaffed Federal Railroad Administration is unable to adequately inspect the 330,000 miles of track, 34,000 locomotives, 1.7 million freight cars and the signal systems.

Snyder, who is also legislative representative of the United Transportation Union, told a House Appropriations subcommittee that an additional 45 signal and train control inspectors are needed plus clerical supporting personnel.

He said the 10,500 railroad accidents in 1976 took 70 lives and injured 43,314 workers. He warned that the toll will continue to rise unless safety enforcement is improved.

Apart from increased safety funds, the rail unions urged appropriation of the full $534 million that AMTRAK has requested for passenger service operations. The Carter Administration has recommended a reduction, which Snyder said would delay needed modernization and cost jobs.

The rail unions also backed a full $75 million appropriation for rail-highway crossing protection.

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Recovery Claims Disputed, Labor Stresses Job Needs

THE CONSTRUCTION INDUSTRY is fighting for economic survival, President Robert A. Georgine of the Building & Construction Trades Dept. declared at the department's annual legislative conference in Washington. He noted that thousands of skilled craftsmen are out of work and are leaving the industry in discouragement. The nearly 2,500 delegates to the three-day meeting carried their message to congressional leaders.

Carter Optimism Called Misplaced

By David L. Perlman

The AFL-CIO challenged President Carter's optimism about the pace of economic recovery and reminded the Administration of the continuing need to reduce "mass unemployment" while shaping an anti-inflation policy.

Carter had cited improvements in the economy to justify his surprise decision to withdraw proposals for a tax rebate and additional business incentives.

A day later, the President and his top economic advisers followed through by outlining in broad terms an anti-inflation program keyed to a holddown on federal spending and relying on voluntary price and wage restraints by business and labor.

AFL-CIO President George Meany disputed what he termed Carter's contention that the economy is "suddenly on the road to recovery." He said in a statement:

"When President Carter took office and introduced his stimulus program, the official unemployment rate stood at 7.3 percent. It stands at 7.3 percent today.

"When he took office, 20 percent of the nation's industrial capacity stood idle. Exactly the same percentage stands idle today."

Meany said these facts demonstrate that "the economy is still in serious trouble and will not cure itself."

He noted that the AFL-CIO had "repeatedly" argued for more direct job stimulation than the tax rebate would have created. Labor "reluctantly" agreed to support it at the Administration's urging because it was preferable to a Repub-

(Continued on Page 3)

Meany Cites Thrust Of Energy Plan

The AFL-CIO commended President Carter's call for conservation of America's dwindling energy resources but stressed that necessary sacrifices should be borne equally by all segments of society—oil companies and business interests as well as workers.

Part of the program outlined by Carter was clearly along lines that have been advocated by the labor movement.

AFL-CIO President George Meany cited the "emphasis on conservation methods, stockpiling of petroleum, conversion from gas and oil to coal and other fuels, utility rate reform and minimum federal standards for strip mining reclamation."

He expressed the federation's strong approval of Carter's "priority on energy for jobs."

But Meany expressed concern that proposals to raise oil, gasoline and natural gas prices through taxation and lifting of ceiling prices

(Continued on Page 6)

Real Wages Decline As CPI Jumps

Living costs rose another six-tenths of 1 percent last month while workers' purchasing power took a further decline, the Bureau of Labor Statistics reported.

While the March rise in the government's consumer price index was less than the full percentage point increase in February and the eight-tenths of 1 percent advance in January, it helped raise the nation's inflation rate during the first quarter of 1977 to 10 percent, figured on an annual basis.

This compared with a 4.2 percent increase in the last three

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Job Programs Top Agenda:

Construction Trades Vow Fight for Goals

By James M. Shevis

"Fighting mad" describes the nation's building and construction workers today following defeat of the common-site picketing bill, President Robert A. Georgine of the AFL-CIO Building & Construction Trades Dept. declared at the department's annual legislative conference in Washington.

"We must turn the situation around," Georgine said as the 2,500 delegates representing the country's 4.1 million building trades union members gathered to win congressional support for the rest of BCTD's legislative program this year.

"We must be vocal. We must be vigilant. We know what is at stake," Georgine said. "Whatever the issues, we are going to get tough and stay tough."

Not only has defeat of the site-picketing bill strengthened the resolve of BCTD's 17 affiliated unions in pending legislative battles, but it has also made them more determined than ever to keep close tabs on their congressional friends and foes, Georgine said.

"We lost because some congressmen are for us on Election Day and against us when the vote comes on our issue. We are not going to lose on the next issue or the next," he vowed. "We must remind certain representatives and other elected officials that we keep a 'friends' list. Those on that list can expect our help. Those not on the list—forget it."

Whether the issue is energy, water projects, minimum wage, the Administration's policy on trade, or repeal of Section 14(b) of the Taft-Hartley Act and labor-law reform, Georgine said, unionized building tradesmen from now on must de-

(Continued on Page 2)

Postal Unions, ILPA Hit Plan to Cut Service

Recommendations of a government study commission calling for a reduction in postal service to curb operating costs drew a strong negative reaction from AFL-CIO postal unions.

The Letter Carriers, the Postal Workers and the Mail Handlers division of the Laborers all expressed sharp criticism of the proposals of the Commission on Postal Service, a seven-member panel created by Congress last September to recommend ways to improve the U.S. Postal Service's operations.

J. Joseph Vacca, president of the Letter Carriers, said that the commission's report adds up to more of the same conclusions and recommendations that have been tried without success ever since the 1970 Postal Reorganization Act set up USPS as an independent agency of the Executive Branch. Vacca's position is that the commission's recommendations in reality will mean reduced service and higher costs.

James J. LaPenta, director of the Laborers' Mail Handlers division, saw a strong similarity between the commission's report and a USPS staff study of last year and charged: "This report is by the same people who gave us the Postal Reorganiza-

(Continued on Page 6)

Minimum Wage Coalition Sets Washington Meeting

The Coalition for a Fair Minimum Wage has invited national leaders from civic, religious, women's, labor and minority organizations to join in an Apr. 27 meeting to support the call for a wage floor high enough "to get workers and their families out of poverty."

The coalition's chairman, Clarence Mitchell of the Leadership Conference on Civil Rights, and the three co-sponsors of the coalition, said their initial call for support brought a "strong and positive response" from the organizations.

A follow-up meeting, which will include the signing of a "Declaration for a Fair Minimum Wage," will be held in the House Education & Labor Committee hearing room (Room 2175 of the Rayburn House Office Building) at 10 a.m. on Wednesday, Apr. 27.

In addition to Mitchell, the call was signed by AFL-CIO President George Meany, President Dorothy Height of the National Council of Negro Women, and the Rev. Theodore M. Hesburgh, CSC, president of Notre Dame University.

ERA Drive Falls Short in Florida Senate

Tallahassee, Fla.—The Florida Senate rejected the Equal Rights Amendment despite a strong campaign for ratification in which the labor movement had a major role.

The setback leaves the ratification count three short of the needed 38 states. The deadline is March 1979, seven years after the amendment was submitted for ratification.

Four union television personalities—Mary Tyler Moore, Carroll O'Connor, Lorne Greene and Jean Stapleton—taped special messages explaining ERA and urging ratification. The taping project was set up by the Council of AFL-CIO Unions for Professional Employees and coordinated by the performers' union, the Television & Radio Artists.

The tapes, which also will be used in other states where ERA is still an issue, were carried on Florida radio stations on air time bought by various labor organizations. Sponsors included the Communications Workers, Ladies' Garment Workers, Electrical, Radio & Machine Workers, Teachers, Industrial Union Dept., and Union Label & Service Trades Dept.

Other unions and the State AFL-CIO participated actively in the direct lobbying effort, and the state federation's office in Tallahassee became an informal headquarters for the many public interest groups cooperating in the ratification effort.

But ultra-conservative pressures carried the day, as the Senate voted 21-19 against ratification. Opponents used a combination of tactics ranging from political arm-twisting to an emotional attempt to somehow link ERA to homosexual marriages and unisex bathrooms.

President Carter, Vice President Mondale and Florida Gov. Reuben Askew personally sought to sway Senate votes for ratification. So did both Mrs. Carter and Mrs. Ford, her predecessor as First Lady. But an alliance of conservative Democrats and all nine Senate Republicans carried the vote. It was generally accepted that ERA would easily pass the House if it survived in the Senate.

Polishers Map Membership Drive in South

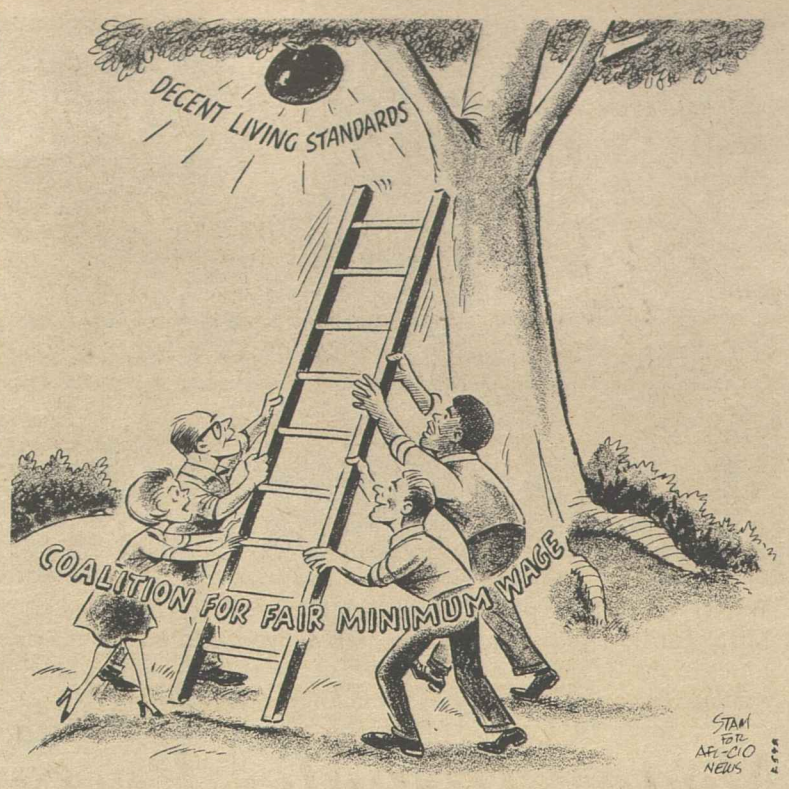
Cincinnati—Delegates to the Metal Polishers 29th triennial convention called for stepped up organizing efforts in the South, where the union has made inroads in recent years.

Jim Siebert, who was re-elected to his fifth term as president-secretary-treasurer of the union, said the southern organizing campaign focuses on an effective source of growth for the union. The Metal Polishers have a membership of nearly 12,000, employed largely in the auto and appliance industries in the United States and Canada.

The 166 delegates at the four-day convention approved a 25-cent increase in the monthly per capita payment. The increase, effective July 1, 1978, will raise payments to the international to $4.25 a month.

In other action, the convention endorsed the legislative efforts of the AFL-CIO to overhaul the National Labor Relations Act and win repeal of Section 14(b) of the Taft-Hartley Act.

Delegates elected Glenn L. Holt of Kokomo, Ind., as vice president over incumbent E. F. Wilburn, and four new executive board members: Bernice Gomes of Toronto, Stanley Wierzchowicz of Jersey City, N.J.; Willie L. Hill of San Francisco and Paul Branak of Kenosha, Wis.



Neighborhood Survival Linked to Credit Policy

The AFL-CIO supports legislation to encourage federally regulated financial institutions to make credit more readily available in their own communities, but wants such proposals strengthened.

Henry B. Schechter, director of the federation's Dept. of Urban Affairs, told the Senate Banking Committee that grave economic crises, particularly in the early Thirties, have proved that "an undue contraction of various credit services is harmful to the community. This has been demonstrated in modern times at the neighborhood level."

A proposed Community Reinvestment Act would require financial regulatory agencies, including the Federal Reserve Board, the Federal Deposit Insurance Corp., and the Federal Savings & Loan Insurance Corp., to use their authority to help meet community credit needs.

The proposal rests on the idea that federally chartered or federally regulated banks should be willing to invest savings drawn from a given community back into that community.

The concept is similar to that embodied in mortgage loan disclosure legislation, also supported by the AFL-CIO, to help combat "redlining"—a practice of some banks to deny credit for home purchases in designated neighborhoods, usually low-income areas.

The usual explanation of a local financial institution in refusing credit to a local business or home-buyer is that the risk of loss is too great in view of the area's economic prospects, Schechter observed. Often, prognostications on which such policies are based become self-fulfilling prophecies, he noted.

"Comparative ratios of loan amounts to deposits for different institutions in a given local area would provide an initial indication of which ones may have been serving the credit needs of the community and which were not meeting such needs," Schechter said.

Then what really needs to be determined is the basis on which the lender makes its risk judgments, Schechter said. He suggested that financial institutions be required under the proposed legislation to keep a record of loan refusals, giving written reasons for the disapproval, and that the record be provided the appropriate regulatory agency for examination.

Government Boosts Poverty Guideline

The government's official poverty-level guideline has been adjusted from $5,500 to $5,850 for a four-person family living in a non-farm area of the continental United States.

The $350 increase reflects the rise in consumer prices over the past year, the Labor Dept. said. The guideline is used by the government to determine eligibility for jobs and training opportunities for persons classified as economically disadvantaged, unemployed or underemployed.

A "single-person" family would be considered poor under the revised guidelines if income were below $2,970 a year. That ceiling is $170 higher than a year ago.

Carter Budget Hit on Federal Pay Estimate

Federal workers would be shortchanged if Congress went along with the Carter Administration's estimate on pay increases, the American Federation of Government Employees charged.

The pay of blue-collar workers is tied by law to area prevailing wages for key occupations. A separate law links white-collar annual salary adjustments to rates for comparable jobs determined after a nationwide survey.

AFGE President Kenneth T. Blaylock told the House Budget Committee that blue-collar workers would be the hardest hit.

The Carter budget proposes to reduce the pay increase of blue collar workers from an average of about 6 percent in Fiscal 1978 to an average of 2.7 percent. It also projects a white collar pay increase of 6.5 percent for Oct. 1, 1977, and 6.25 percent for Oct. 1, 1978.

To reduce the blue-collar pay raise average to 2.7 percent and to continue to hold down white-collar salaries, Blaylock said, the Administration has embraced the recommendations of the Ford Administration for changing the rules and procedure for determining pay comparability.

He urged the Budget Committee to obtain the views of the House Post Office & Civil Service Committee on these matters, and not to assume that laws will be changed to produce a lower budget figure.

Job Programs Top Agenda:

Building Trades Vow Fight for Bills

(Continued from Page 1)

mand that those they helped help them.

The biggest single issue confronting BCTD affiliates remains unemployment, Georgine said. Jobs are desperately needed in an industry that is in a state of near-disaster, he said.

"The Labor Dept. figured our unemployment last month at 14.2 percent. Our estimates run over 20 percent. Whatever the number, our unemployment is more than twice the national average, and a severe problem," Georgine observed.

"We are the nation's largest industry. When we hurt, the nation hurts, and we are still hurting badly."

AFL-CIO President George Meany told the delegates not to be too discouraged about the site-picketing bill defeat. On balance, the labor movement has a longer list of legislative achievements than defeats, he said.

The next round on Capitol Hill—the fight for a decent minimum wage—will require the solidarity of the entire labor movement, Meany noted. On the surface, it may appear that the minimum wage is not a building trades issue, yet a closer look reveals an inseparable link, he said.

"Every building tradesman in the country makes far, far more than the federal minimum wage—when he is working," Meany said. "And that's exactly why the minimum wage is a building trades issue—for it means more purchasing power, and more purchasing power means jobs. And we are here because we want jobs—now."

No worker today can get by on the current minimum wage of $2.30 an hour, or on the $2.50 an hour that President Carter has proposed, Meany declared. "The President's proposal is no answer to the low-income people of America who trusted him and voted for him. It's an insult."

Labor Sec. Ray Marshall, warning of a growing anti-union sentiment in the nation, told the conference that "the unfortunate defeat" of the common-site picketing bill was "a case study in anti-union propaganda and public hysteria." Marshall, who had testified in behalf of the measure, said he knew of no piece of major legislation in recent years that has been so misunderstood.

"I still believe in common-site picketing and hope someday that, like a phoenix, it will rise up from the ashes of defeat," Marshall said.

He hit out at recent news stories describing an upsurge in the economy. An economist by profession, Marshall wondered aloud "how many of those analysts have been down to an unemployment office or a building-trades hiring hall recently."

Construction trades unemployment of 14.2 percent "doesn't sound like any surge in the economy to me," he said. Marshall assured the delegates that President Carter is "unwilling to accept unemployment at anywhere near the current rates," and pledged to work for an end to high joblessness in the building trades.

The Labor Secretary also explained that when Carter talks of the dangers of inflation, he is not advocating a return to wage-price controls. "Let me assure you that I do not believe in wage and price controls and that this Administration does not believe in wage and price controls. They run totally against the grain of the economy."

After jobs and job security, the BCTD delegates assigned priority to energy policy, labor law reform, and enactment of a universal voter registration bill.

Georgine called President Carter's decision to shut down the nation's nuclear breeder reactor program "sheer folly" that will cost building tradesmen 49,500 man-years and affect the jobs of 32,000 workers. Meany said he hoped there will be some way to get the President to change his mind on the question of funding the breeder reactors.

On energy policy, Georgine cautioned that the President's conservation recommendations by themselves will not solve the problem of dwindling fuel supplies, nor assure fairness to all Americans.

"Conservation must not hit hardest those with the lowest incomes," Georgine said. "High gasoline taxes would be a regressive tax on the poor. And there's little evidence that high gasoline prices would promote conservation." Realistic conservation measures to reduce energy consumption, such as weatherization of homes, were called for by the delegates.

The three-day conference culminated with visits by large numbers of building tradesmen to the U.S. Capitol where House and Senate leaders greeted them and heard their proposals for legislative action. Led by the presidents of the 17 BCTD affiliated unions, the delegates also attended committee hearings dealing with labor-oriented legislation and called on congressmen and senators representing their home areas.

Dockers End Strike Over Cargo Issue

New York—The Longshoremen called off their five-day strike against seven containership lines after the Labor Dept. and the shippers promised "new initiatives" to help the union resolve issues relating to job guarantees.

ILA President Thomas W. Gleason and President James Dickman of the Council of North Atlantic Shippers Association announced the end of the strike after a 30-minute negotiating session here.

The walkout began on Apr. 14 in a dispute over the union's right to handle containerized cargoes. While the strike involved workers in several Atlantic and Gulf ports, its greatest impact was felt here where 4,000 dockworkers were idle.

Gleason said he called off the strike after Labor Sec. Ray Marshall agreed to assist the ILA and management in their efforts to obtain clarification of a National Labor Relations Board ruling that took away the union's right to handle mixed loads of cargo in containers loaded and unloaded within a 50-mile radius of New York City. That jurisdiction was contained in a master contract covering longshoremen in all North Atlantic ports.

The Labor Dept. also agreed to petition the Federal Maritime Commission to equalize tariff rates for containerized loads. Both the union and the carriers agreed to continue their talks on a new contract.

ILA negotiators are seeking an increase in the hourly wage from $8 to $10 and a shortening of the work week from 40 to 32 hours. Some 35,000 dockworkers are affected by the negotiations.

Joint Group Meets:

Labor, Management Hail Bar to Controls

President Carter's unequivocal rejection of any form of wage or price controls is in total accord with the views of the union and business leaders whose advice and cooperation he has solicited.

The Labor-Management Group, made up of eight union and eight business leaders who have been meeting informally in a continuing dialogue on economic issues, agreed to provide a private-sector input to the Administration's economic policies.

It said Carter rightly recognizes that overcoming inflation is a long-term task and "has well avoided the course of controls and guideposts which has proved counterproductive."

AFL-CIO President George Meany and General Electric Chairman Reginald H. Jones head the Labor - Management Group and Harvard Prof. John T. Dunlop, the former Secretary of Labor, is its coordinator.

At Carter's request, the group met with Treasury Sec. Michael W. Blumenthal and Labor Sec. Ray Marshall to consider the private sector role in reducing inflation in the context of a broad range of economic policy questions, including job creation.

While accepting the President's invitation for advice and cooperation, it made clear its belief that the Administration should also solicit views "from a wide range of other private sources."

The group's statement, issued to explain its genesis and continuing role, defined the body as "an informal, private extension" of more formal labor-management committees that have functioned in recent years.

Its members "have come to have a mutual respect for the roles and positions of each other in our concerns with economic policies and the future of our country."

And while the group doesn't always agree, "it does always engage in candid and vigorous discussion on issues it elects to place on its agenda; it seeks practical approaches to hard questions, and it has often been able to reach a consensus on issues of domestic and international concern vital to workers, business enterprise and to the American people."

Its current series of discussions include job creation, measures to deal with unemployment, and energy policy."

While the labor and management members don't have authority to commit their constituencies to any course of action, they are in a position "to seek to persuade and convince their respective communities of the wisdom of policies they advocate together," the statement said.

When such a common position is reached, it is customarily made public "so that all may see and comment" on the views.

"American labor and management are uniquely dedicated to private enterprise, to a free labor movement and to collective bargaining," the participants affirmed.

"They share a responsibility together to the American public for their performance which continues beyond any one Administration. It is these concerns which bind us together."

Labor members of the group, in addition to Meany, are AFL-CIO Sec.-Treas. Lane Kirkland and Presidents I. W. Abel of the Steelworkers, Murray H. Finley of the Clothing & Textile Workers, Frank E. Fitzsimmons of the Teamsters, Paul Hall of the Seafarers, Martin J. Ward of the Plumbers & Pipefitters and Leonard Woodcock of the Auto Workers.

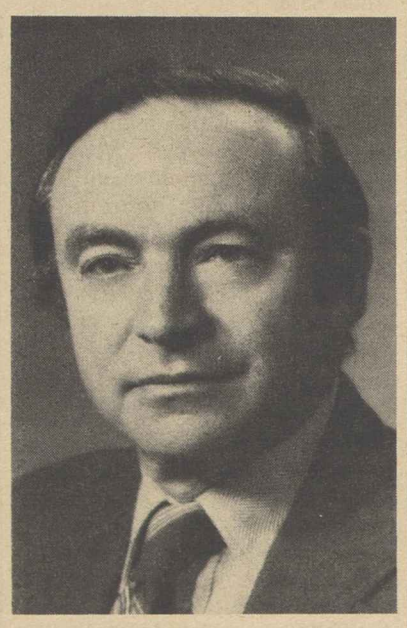
Jobless Rate Jumps to 8.1% Across Canada

Ottawa—President Joe Morris of the Canadian Labour Congress accused the government of "inexcusable indifference" that has led to Canada's highest unemployment rate in 37 years.

Statistics Canada announced that the country's jobless rate in March rose from 7.9 to 8.1 percent and that the number of unemployed workers increased 12,000 to 944,000 over the month. Unemployment has jumped by 185,000 in the past year.

"The frightening thing is that the government knew this was coming and even predicted it in its budget, but deliberately did nothing to prevent it," Morris said.

Morris called on the government to introduce immediately a revised budget to stimulate the economy and restore confidence in its performance. He also urged an immediate end to the government's controls program which, he said, has been a major cause of Canada's current economic slump.



NEW APPOINTMENTS by President Carter made John H. Fanning, left, chairman of the National Labor Relations Board and designated Wayne L. Horvitz director of the Federal Mediation & Conciliation Service. Fanning is a 20-year member of the NLRB; Horvitz has been chairman of the Joint Labor-Management Committee of the Retail Food Industry.

WIND QUINTET provides a lunchtime treat for members of the Ladies' Garment Workers at a Misty Harbor Rainwear plant in Baltimore. Additional concerts were staged at other garment factories in the Baltimore area as a part of the ILGWU Upper South Dept.'s education program to make available a variety of activities for union members.

Meany Disputes Recovery Claims, Cites Nation's Critical Job Needs

(Continued from Page 1)

lican-sponsored alternative and because many low-income families "were banking on it to break even after last winter's terrible utility bills."

Now that Carter has "scrapped his first plan to put America back to work," Meany said, "the President must come up with a new one—and fast."

Administration officials have asserted that cancelling the rebate plan has an added bonus of reassuring businessmen and bankers who contend that adding to the budget deficit would be inflationary.

Thus the chairman of the President's Council of Economic Advisers, Charles L. Schultze, told reporters that even though the Administration doesn't consider the rebate plan inflationary, "we get the side benefits that important elements particularly in the financial and business community who do will gain confidence."

Meany retorted that "the economy will never recover if the Administration constantly tailors its programs to avoid opposition from business. It was exactly this attitude for the last eight years that created the mass unemployment the President inherited and which he pledged to abolish."

The President's inflation statement set a relatively modest goal of reducing the cost-of-living rise from an average of 6 percent over the past year to 4 percent by the end of 1979.

It rejected any form of wage-price controls and looked to private consultation with industry and unions rather than so-called "jawboning."

Carter said he asked Meany and General Electric Chairman Reginald H. Jones to coordinate "this new cooperation between labor, management and the government." He said the "collaborative effort" should include advice to government on "objectives for our economy, for job creation and inflation reduction."

Jones and Meany co-chair the Labor-Management Group, consisting of eight union and eight business leaders who meet informally in a continuing exchange of views coordinated by former Sec. of Labor John T. Dunlop.

Meany said he and Jones had informed Carter of the group's willingness to discuss with Administration officials "in a voluntary, non-official manner the major economic problems facing the nation."

He stressed that labor views mass unemployment as a major problem to be considered.

The full group subsequently met with Treasury Sec. Michael W. Blumenthal and Labor Sec. Ray Marshall and issued a statement defining its role. **(Story, this page.)**

Carter's statement on inflation acknowledged that there are no "easy answers" and that some causes of higher prices are beyond control.

It contained phrases and commitments designed to appeal to a diversity of viewpoints. Carter called for "fiscal discipline" to achieve a balanced budget. At the same time, he said that "high unemployment is a morally unacceptable and ineffective way of combatting inflation, and I totally reject that approach."

But at a White House news briefing, Schultze, the chairman of the Council of Economic Advisers, said he expected unemployment to be somewhere in the 5-to-5.5 percent range by the end of 1979—a near-recession level substantially higher than most definitions of full employment.

Carter's program advocated "a freer trade system" and criticized "tariff and quota protections" as resulting in higher prices. But "it is important that we develop better means to prevent import competition from severely disrupting individual domestic industries."

The one area where a new policy was clearly indicated, to be spelled out later, was in hospital costs.

"The cost of hospital care is increasing at more than twice the overall rate of inflation," the President said. "We shall announce specific details of a hard-hitting hospital cost containment program later this month."

Senate Rules Revisions Backed to Curb Delays

The AFL-CIO asked senators to support rules changes that would cut down on delaying tactics that can be used to prevent final action on legislation.

The changes, proposed by Senate Majority Leader Robert C. Byrd (W.Va.), would not alter the existing requirement for limiting debate. It would still require the votes of 60 senators to invoke cloture.

But the proposed changes would curb the dilatory tactics that can be employed after cloture is invoked, AFL-CIO Legislative Director Andrew J. Biemiller stressed.

Such tactics "handcuff the scheduling of Senate business," Biemiller noted, "and contribute greatly to end-of-session jam of legislative business."

The "most important" of the proposed changes would set the maximum debate on a bill after cloture has been voted at 50 hours, with not more than one-half hour to each senator. Presently, twice that much time is allowed.

Further, the Senate would be able to reduce the limit still further by a two-thirds vote.

Normally, a bill has been fully debated before the Senate votes cloture. Delaying tactics after cloture has been voted, or the threat of such tactics often come toward the end of a session when there is a logjam of bills awaiting action. Thus, controversial legislation is sometimes bypassed so as not to hold up other bills.

In addition to limiting the post-cloture debate, the rules change proposals would:

- Allow a non-debatable motion to dispense with the reading of the official Senate Journal. Normally this is done by unanimous consent and a favorite filibuster device is to refuse unanimous consent and thus require that the Journal be read in its entirety.
- Allow a non-debatable motion to waive the reading of a conference report or amendment to a bill that is printed and on senator's desks. As in the case of the Journal reading, a motion to that effect is now subject to virtually unlimited debate.
- Tighten restrictions on repeated quorum calls by restricting circumstances under which a senator may appeal the ruling of a chair that no business has been transacted since the previous quorum call.

Biemiller said the rules changes are necessary so that the Senate can legislate effectively "while still protecting minority rights."

SEIU Wins Election At Textbook Firm

Boston—Employees of Allyn & Bacon, a large textbook publishing firm here, voted decisively to unionize with Local 925 of the Service Employees. The union victory was the first at a major Boston publishing house.

The firm's 180 workers include clerical, editorial, and design employees. Chartered by SEIU in 1975, Local 925 had previously negotiated contracts for the editors of a smaller publishing firm, Educators Publishing Service, and for the library staff of Brandeis University.

No More Legal Muggings

THERE IS NO BALANCE, no fairness, no even-handed justice today in the National Labor Relations Act.

Today, an employer can violate the rights of his employees to form their own unions—virtually without fear of punishment. A few penalties are so meek the employers are saying, "to hell with the law."

Employers routinely fire workers by the score, because they are union sympathizers, knowing that it will be a year or two or three before the NLRB would order that these workers be rehired—if they can be found. And the order might say, "give them back pay, if you can find them."

Then, of course, the law says that back pay is a tax deductible cost of doing business. So, the government subsidizes lawbreaking through a tax break for unfair employers.

And what happens to these fired workers while they wait for the board to act? Who feeds their kids? And even if they win and eventually get back pay, what has happened to their union? Often it has been destroyed, because the other workers have become frightened, have decided that the employer holds the upper hand—that the boss's money means more than the "rights" guaranteed by a federal law.

What happens when the workers get an election, guaranteed them by the law? Well, that's when the propagandists and the lawyers take over.

They tell us to be thankful that employers no longer hire the Bergdorfs and the Bennetts and their gangs of thugs to beat up union supporters. But a mugging is a mugging, whether it's in a back alley or in a courtroom. And workers are getting mugged every day under the federal law.

TAKE A GOOD LOOK at the law: violations by unions are dealt with quickly with harsh, even vindictive, penalties. Employer violations, on the other hand, merit only a slap on the wrist.

Company lawyers delay and appeal, appeal and delay, on and on and on. And every delaying tactic, every lawyer's trick is paid for in tax-deductible money. This is the cheapest form of anti-union insurance around. And we say it's gone on long enough.

All we ask is what the law says that the workers are entitled to: a fair chance to organize themselves, free from employer coercion, and to negotiate a contract. There must be equal penalties, equal enforcement of the law and equal justice.

We want a truly national, uniform labor law—not one that exempts 20 states. We do not believe that the states should have the opportunity to compel union members to pay for the free-loaders, who are guaranteed the protection and benefits of union representation and don't want to pay their fair share. And that's exactly what the so-called "right-to-work" laws do, and that's exactly why we say repeal 14(b).

Each of these fights in Congress is the fight of every one in the trade union movement. There are no one-union or one-industry issues. When the right-wingers and the business interests attack one union or a group of unions, then they have taken on the entire labor movement.

Make no mistake about it: what our enemies seek is weak and docile unions—company unions, cheap labor and exploitation of human beings.

—AFL-CIO President George Meany to the Building & Construction Trades Dept. legislative conference.

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'And for the Next Course...'

Too Good for the Poor?

Why the Conservatives Fear Universal Voter Registration

By Gus Tyler

IS IT GOOD for our democracy if more people come out to vote?

Most people would say yes. Indeed, it is a regular ritual for those who prize our democracy to deplore the poor voter turnout we have been experiencing in recent elections.

To counter apathy, the media have been making all kinds of appetizing appeals to get the citizens to go to the polls.

Yet there is one political view that is deeply troubled by the prospect that more people are about to vote. They are afraid that a bigger turnout will mean the death of the Republican Party.

This view is stated unabashedly by Human Events, a publication that refers to itself as the National Conservative Weekly. The occasion of this journal's tirade against a bigger vote is the pending proposal for universal registration.

This reform, now before Congress, would allow a voter to register at the time he or she votes. The chances of passage are good since the Administration and a highly vocal bloc in Congress are for it.

Several states have already experimented with the idea and they have found that it works; that is, that it does produce a better turnout. Thus, in the federal election of 1976, voter turnout in the country as a whole fell by about two percentage points since 1972, but in the states of Wisconsin and Minnesota—where they have universal registration—voter turnout increased by more than 3 percent.

What happened in these two states and what could, in like manner, happen in the whole country, leads the National Conservative Weekly to wonder whether this is "euthanasia for the GOP."

The conservatives quote one of their favorite experts, Kevin Phillips: "Universal registration is likely to increase voter turnout in the 1978 and 1980 elections by 10 or 15 percentage points over the turnouts of 1974 and 1976. And the benefit? My guess is that new voters will be at least 2 to 1 Democratic."

Democrats would agree. A big vote is a good vote—for Democrats.

And why is that so? Because the Democrats draw their greatest strength from lower-income groups. And it is precisely in this category that all studies discover the new voters.

Because these people are often less educated, with less leisure, with less active involvement in affairs of state, they are also less likely to turn out to vote. Any obstacle to voting is a big obstacle to many in the poorer strata.

Present registration procedures are one such obstacle. When they are removed, more of the small earners will vote.

The conservatives don't like this. They would prefer that the poor stay home on Election Day.

It figures. But it also suggests that whatever the conservatives may say about their dedication to democracy, their real preference is an aristocracy with voting limited to the upper crust only.

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Fouling the Economic Air

So-called right-to-work laws restrict, rather than protect the rights of workers. Under the guise of protecting workers from "compulsory unionism," they destroy the concept of majority determination on which democracy rests and compel union members to bear an added burden for freeloaders. These "right-to-freeload" laws violate the basic principle of this country, under which Democrats pay taxes under Republican administrations and vice versa, and under which citizens and legal aliens alike pay the costs of government.

Equally important, these laws are often used in competition for the location of business on the implied premise of low labor standards and reduced wages and buying power for workers. Such competition, rooted in the exploitation of workers, is morally and economically wrong.

Let me draw an analogy: If the Clean Air Act were amended to give businesses in 20 states the "right to pollute," the air for all of us would soon be fouled. "Right-to-freeload" laws foul the economic air of America.

—From a speech by Thomas R. Donahue, executive assistant to AFL-CIO President George Meany, to the Buffalo Chapter of the Industrial Relations Research Association, Apr. 13, 1977.

Social Justice in the South:

Stake of Black Workers Cited In Struggle Against J. P. Stevens

By Bayard Rustin

THE BOYCOTT of J. P. Stevens & Co. by the Clothing & Textile Workers deserves the enthusiastic support of black Americans. Stevens, the nation's second largest textile manufacturer with 85 plants in the South, has violated labor laws, while exploiting its workers through low wages, poor working conditions, arbitrary firings, and dangerous health and safety conditions. The boycott, which has already been launched in 35 cities has attracted the support of key civil rights, church, and community leaders.

Having suffered so grievously from injustice, blacks are sympathetic to the plight of the Stevens workers. Practical considerations and moral values require that the sympathy be translated into active concern and support.

Although the connection might not seem apparent at first, the effort to organize workers in the South is a continuation of the civil rights struggle. A large number of workers at Stevens and the other textile plants in the South are black—an estimated 20 percent of the 700,000 textile workers in the region. Until these workers are represented by unions, their chances for economic advancement will be poor.

Like many companies in the South, Stevens continues to discriminate. In December 1975, a federal judge ruled that Stevens was guilty of hiring on the basis of race, reserving clerical jobs for white employees, discrimination against blacks in job assignments, discrimination in lay-offs and recalls, and other discriminatory employment practices. The judge discovered that blacks with ten years seniority were making less than whites with only two years seniority, while blacks with a twelfth grade education were paid less than whites with a third grade education.

Blacks have a profound interest in a strong labor movement. Unions are capable of lifting hundreds of thousands of black Americans from poverty to achieve a measure of economic dignity and security. The labor movement has been the major ally of the civil rights movement in passing legislation. Moreover, labor has an economic and legislative program that addresses the needs of black Americans, of the poor, and of working people. If the boycott of J. P. Stevens is successful, then the coalition for economic and social justice will be strengthened in all its dimensions.

An influential and effective labor movement in the South is an essential precondition to completing the social transformation begun by the civil rights movement. When blacks and whites work together in the same union old attitudes of suspicion and distrust are replaced by a new spirit of cooperation, understanding, and mutual commitment to social justice. By decreasing the poverty of blacks and poor whites, unions can put an end to the economic rivalry which lies at the roots of so much of the South's racial tensions.

LIKE THE CIVIL RIGHTS movement, the workers at the J. P. Stevens plants, as well as other workers in the South, are dependent upon the support of public opinion if they are to gain justice. A federal court of appeals ruling said that Stevens "has initiated and pursued a pattern of conduct the purpose of which was to crush the union movement. . . ." Stevens has exploited weaknesses in the nation's labor laws to create a climate of fear that makes it impossible to hold fair elections to determine whether the workers want to be represented by a union.

In one instance where a strict court ruling partially restrained the company's anti-union activities, 3,500 workers in seven plants in Roanoke Rapids, N.C., voted for union representation. But Stevens refused to bargain in good faith. As a result the workers called for public support for a campaign against the company to stop its law violations. The labor movement responded by launching a massive consumer boycott designed to awaken J. P. Stevens to its obligation to stop coercing and threatening its workers, to end its climate of fear so that fair elections can be held, and to bargain in good faith when its workers vote to bargain collectively through a union of their own choice.

Only by mobilizing the concern of people all over the country in support of the boycott of J. P. Stevens can a start be made to bringing economic and social justice to the working people of the South, both black and white. Supporting the boycott should become a central element in the struggle of black Americans to achieve full equality.

Unions Press Congress:

Legislative Prospects Improved For Public Sector Bargaining

LABOR'S DRIVE for an effective collective bargaining law for public employees stands a great chance for success in the 95th Congress, President William H. McClennan of the AFL-CIO Public Employee Dept. declared on Labor News Conference.

The handful of state laws now on the books are weak at best and fail to give public employees a meaningful voice in wages, conditions and other job-related issues, McClennan stressed. He said they also lack the type of machinery needed to resolve disputes after an impasse is reached. That machinery could include fact-finding, mediation or arbitration, he said, so long as a binding result is reached.

How would inclusion of public employees within the scope of the National Labor Relations Act benefit them, McClennan was asked.

"It would give public employees the same rights that everybody in the labor movement has," he said. "Once and for all it would put everybody who is working for a living under the NLRB's jurisdiction."

McClennan said that a great many public workers "feel that they're left out of the labor picture" because they are not covered by the provisions of the NLRA.

McClennan, who is also president of the Fire Fighters and a vice president of the AFL-CIO, said that if the law were strong and effective, it could withhold the right to strike among the protective services—the fire fighters and police. But, he added, "other public employees should have the right to strike."

Some 15 states have pending legislation for state collective bargaining laws for public workers, McClennan noted. The Public Employee Dept. is working with state AFL-CIO federations in all of these states to get the measure passed, he said.

In the remaining 35 states, some type of public employee bargaining bill exists, but the quality is not uniform. This is one reason why PED seeks a national bargaining bill, he said.

McClennan said that other high priorities in public employee legislation include federalization of the welfare systems to ease the load on the cities, a ban on unilateral abandonment of social security protection for public employees, extension of the Occupational Safety & Health Act's coverage to federal and public employees, and amendment of the Hatch Act to remove prohibitions on partisan political activities by federal employees.

He took sharp issue with so-called congressional polls of opinion in suburban Washington districts and claims that the government rank-and-file opposes the proposed Hatch Act changes.

"We've conducted opinion polls; we know how our members feel," McClennan asserted. He said he was encouraged by President Carter's support for the change and the President's determination that federal employees "be free from any coercion from their bosses" in exercising their "political freedom."

McClennan was questioned by Chris Hanna of the Bureau of National Affairs and Tom Joyce of Newsweek Magazine. Labor News Conference is produced by the AFL-CIO as a public service.

Washington Window

By Press Associates

NEXT YEAR will mark the 40th anniversary of the Fair Labor Standards Act. It will also mark the 40th year that FLSA's promise has gone unfulfilled.

The Fair Labor Standards Act was supposed to be just that—a law that set fair, minimum standards of decency for the nation's working people.

In some respects, the FLSA has been a success: child labor has been brought under strict control and overtime pay provisions discourage 100-hour workweeks. But a main objective of FLSA was to guarantee that workers enjoy a "minimum standard of living necessary for health, efficiency and general well-being," and this just hasn't happened.

Granted, America has come a long way since the government deemed 25 cents sufficient minimum compensation for an hour's work. But, as living costs have risen over the last 39 years, the minimum wage—that amount of money necessary for "health, efficiency and general well-being"—hasn't kept pace.

For a while, it appeared as if 1977 might be the year in which the lines of the graph would just about meet, a year in which the government finally would adopt a minimum wage that met the basic needs of the nation's lowest-paid workers. Jimmy Carter, now President, had noted during his 1976 campaign that 2.5 million more Americans fell below the government's official poverty line the year before and declared there could be "no better symbol of the issues which lie at the heart of this year's campaign."

After eight years of income erosion through inflation, the nation's estimated eight million minimum wage workers could anticipate that Carter would propose boosting the minimum to a level that meant "working for the minimum" did not automatically mean "living in poverty."

BUT IT'S NOT HAPPENING, at least not through the good offices of President Carter. It would take an increase in the current $2.30 minimum to about $2.88 an hour to bring wages out of the poverty level. But Carter has proposed an increase of only 20 cents—barely more than a third of what's needed.

In addition, Carter would have the minimum wage "indexed" at a rate of 50 percent of the basic manufacturing wage. The concept of indexing is good in that it would mean regular increases in the minimum to keep pace with the ever-rising cost of living. But indexing at 50 percent would guarantee that minimum wage earners could never escape poverty. They'd start out in the hole and stay there.

Carter's plan is being fought on many fronts. Rep. John Dent (D-Pa.) wants the minimum raised to $2.85 within 30 days of enactment and to about $3.04 an hour next Jan. 1. In following years, the minimum would be automatically adjusted so that it matches 60 percent of the average manufacturing wage. If present trends continue, indexing at 60 percent would lift the lowest-paid above the poverty level.

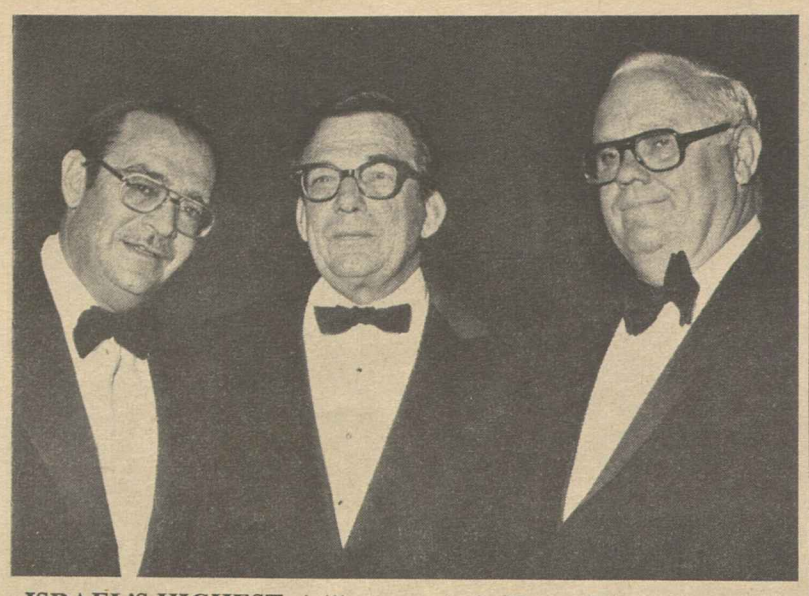
The AFL-CIO wants the minimum raised for 10 million workers covered by FLSA whose earnings are below the poverty level.

A broad-based national coalition of civil rights, social justice, civic and labor organizations, while not specifying a dollars-and-cents figure, also has called Carter's $2.50 proposal inadequate and unfair, and has pledged to push for a higher rate.

None of the arguments against the minimum wage has stood up over time—that raising the minimum puts people out of work, that it makes it too expensive for employers to hire teenagers, that it would push all wages up and drive industry to low-wage states.

One argument on behalf of a decent minimum, however, has never been countered, and never can be: that its whole purpose is to ensure, as proclaimed by the Fair Labor Standards Act, that workers enjoy a minimum standard of living necessary for health, efficiency and general well-being.

PUBLIC EMPLOYEE collective bargaining stands a "great chance for success" in this Congress, President William H. McClennan, center, of the AFL-CIO Employee Dept. said on Labor News Conference. McClennan was questioned by Chris Hanna of the Bureau of National Affairs and Tom Joyce of Newsweek magazine. The radio interview is produced by the AFL-CIO.



ISRAEL'S HIGHEST civilian award, the Prime Minister's Medal, was presented to President J. C. Turner, right, of the Operating Engineers at a dinner in Washington. Joining in the presentation were Israeli Ambassador Simcha Dinitz, left, and AFL-CIO Sec.-Treas. Lane Kirkland.

Import Quotas Termed Best Curb on 'Dumping'

The Treasury Dept.'s decision to increase dumping bonds on Japanese television sets will not deter the labor-industry campaign for import quotas, the Committee to Preserve American Color Television (COMPACT) declared.

While welcoming the action, the committee said it would seek effective remedies against the flood of job-eroding imports.

"We are pleased the government finally acted," COMPACT Co-chairmen Jacob Clayman and Allan W. Dawson said. "But the thousands of workers who have lost their jobs to TV imports must ask why it took six years after dumping was proved."

In March 1971, the Treasury Dept. determined that Japanese television manufacturers, with the exception of Sony Corp., were dumping — that is, selling their goods abroad at a lower price than they were being sold in the home market.

The United States has had the Antidumping Act on the books since 1921. And although the law was updated in 1974, labor foreign trade economists have pointed out that the Treasury Dept. has failed to properly enforce it.

Dumping was not the legal issue in COMPACT's petition for relief from imports, which was brought under the escape clause provision of the 1974 Trade Act, Clayman and Dawson noted. Clayman is secretary-treasurer of the AFL-CIO Industrial Union Dept. and Dawson is executive vice president of Corning Glass Works.

The 1974 foreign trade law requires only that imports be proved a substantial cause of serious injury to the domestic industry, they said in noting that "the International Trade Commission unanimously found that color TV imports have injured our companies and workres, and it is now up to President Carter to grant a remedy that will save this industry and its remaining 70,000 jobs."

After the 1971 finding of dumping, the Treasury Dept. required U.S. importers to post nomimal 9 percent duty bonds on Japanese TV sets until recently, when the department quietly raised the rate to 20 percent.

In its recommendation to the President, the ITC has called for a 25 percent tariff on TV imports for the next two years, 20 percent the following two years, and dropping to 15 percent in the fifth year.

COMPACT is asking Carter to place straight quotas on TV imports, which had captured nearly 40 percent of the American market by last year as the flow of foreign-made receivers surged 133 percent from 1975.

COMPACT, a coalition of nine IUD affiliates and four U.S. TV manufacturers, said it could not accept any agreement based strictly on voluntary restraints by foreign TV makers.

If Carter refuses to provide needed import relief based on ITC findings for the American TV industry and its workers, COMPACT said it would undoubtedly look to Congress to overturn the President's decision by a simple majority vote.

A further finding of injury to the American electronics industry came in a U.S. Customs Court ruling earlier this month ordering the Treasury Dept. to set countervailing duties on Japanese imports because of subsidies the Japanese government provides its manufacturers.

COMPACT also warned of a long-range impact on American consumers if the U.S. television manufacturers are forced to close their plants because of unfair import competition.

Dawson referred to the situation in Britain, where he said the Japanese had kept the price of color TV tubes artifically low for three years.

"But once they had knocked out most of the British tube industry last year, the Japanese sharply increased their prices, and today British consumers are forced to pay the penalty," Dawson said.

Plasterers Sign New Training Pact

The Plasterers & Cement Masons have received a $1.1 million contract renewal from the Labor Dept. to provide apprenticeship training for an additional 750 veterans and economically disadvantaged persons and to upgrade the skills of another 520 experienced plasterers and cement masons.

The contract, which will begin on May 1 and run through Apr. 30, 1978, is funded under the Comprehensive Employment & Training Act and will be carried out in 34 states and the District of Columbia. The union will be assisted by the Portland Cement Association.

The 750 new enrollees will receive six weeks of classroom and nine weeks of on-the-job training. While on the job, they will be paid the prevailing apprenticeship hourly rate. About 40 percent of them are expected to be recruited from among Vietnam-era veterans.

Since 1967, over 7,000 persons have completed training under the union's previous grants at an average cost of $969 per trainee.

Prescription for Disaster:

Postal Unions, Labor Press Assail Plan to Cut Service

(Continued from Page 1)

tion Act of 1970, the same people who gave us less postal service at more cost—not more efficiency and more service at the same cost as they promised Congress if it would pass the act."

President Francis S. Filbey of the Postal Workers said that "the APWU is opposed to any reduction in postal service to the American public," a position the union has consistently held.

Meanwhile, the International Labor Press Association, whose member publications would be adversely affected by the commission's proposals, called the report "more than a disappointment: it is a disservice to the American people."

ILPA Sec.-Treas. Allen Y. Zack said that the commission's recommendation of a 20-year phase-in of full second- and third-class postal rates for publications of non-profit organizations would kill off many of these periodicals.

"For 200 years, the non-profit publications of churches, labor, farm, veterans and other organizations have served a vital role in the promotion of free speech and free press," said Zack, asking Congress to ignore the proposal.

"The Congress recognized this role and the limited financial resources of these publications in establishing the preferential rate structure the commission now proposes to abolish," he observed.

In submitting its report to Congress and President Carter on Apr. 18, the commission warned that USPS faces "a foreboding financial future if it continues on its present course." Among its major recommendations, it called for increased public service funding, reducing mail delivery from six to five days a week, retention of the present administrative structure of USPS, and immediate USPS involvement in the electronic transmission of messages.

Two commission members — former Letter Carriers President James H. Rademacher and Paul Krebs, a consultant to local governments—dissented on several of the panel's recommendations, including the proposed five-day delivery service. This last proposal, they said, would result in the elimination of 20,000 jobs through attrition.

"The commission should not be recommending that jobs be abolished at the time when the United States has high unemployment," they said. "This recommendation comes at a time when Congress is expressing a different policy in passing a $23.5 billion appropriations bill to increase employment."

Vacca expressed a similar view, declaring that it makes no sense to do away with jobs—especially meaningful jobs such as those of letter carriers—while the Administration is trying to increase employment opportunities.

Vacca also observed that the estimated potential annual savings of about $400 million through cutting mail service to five days a week would only amount to about a half-cent reduction in the cost of a postage stamp. The reduction in service, he maintained, would not balance out in the amount saved.

Krebs and Rademacher also disagreed with the panel's proposal to fix the level of public service appropriations for the USPS at 10 percent of the preceding fiscal year's operating expenses. They called for 13 percent to maintain the present delivery standards.

The ILPA, however, said that with the support of the AFL-CIO it will urge Congress to increase the public service subsidy for the Postal Service to 20 percent of anticipated revenue.

The commission members, who held hearings in 21 cities and heard about 500 witnesses in a six-month period, also recommended retention of the present method of appointing the Postmaster General and his deputy by the USPS's board of governors instead of by the White House. Organized labor wants the positions filled by presidential appointment to make them accountable to the public which uses the mails.

On the panel's proposal to virtually eliminate the processing of mail at night, Rademacher and Krebs said in a dissenting view that such a move, when coupled with a reduction of mail delivery from six to five days, would compound the delays and result in "unacceptable" levels of service.

Elsewhere in its report, the commission recommended retention of the Postal Rate Commission and its authority in rate and classification proceedings, limitations on the closing of post offices, and the development of dependable and timely delivery service.

The panel also proposed that the USPS determine within the next two years whether it should enter the electronic communications field to collect, transmit, and deliver messages. Such a venture "would most likely succeed in achieving the major economies of a scale necessary to support a system to manage both hard copy and electronic communications," the commission said.

AFL-CIO Calls for Equal Sacrifice Under Carter's Energy Proposals

(Continued from Page 1)

amount to "rationing by price, which bears its heaviest burden on low- and middle-income families."

The AFL-CIO Executive Council will review the energy proposals in detail at its May 4 meeting.

Carter asked Congress to enact and the American people to accept an energy program that combines penalties and incentives in an effort to end waste of increasingly scarce natural resources.

The penalties include higher prices for fuel, heating and cooling. Inevitably, this would also push up the cost of goods and services affected by higher energy costs.

As the President views it, much of the added cost would be recouped by individuals and firms adopting maximum conservation measures. They would be rewarded by a combination of tax credits and rebates, as well as potential savings through lower utilization of costly fuel.

It is this delicate balance of carrot and stick that generates the most controversy, with the "stick" of higher prices appearing more visible than the potential rewards.

Carter asked a major shift by industry to coal and nuclear power, a changeover that the AFL-CIO Executive Council last February declared essential.

The President, however, has limited his approval of nuclear power expansion to systems that don't use the breeder reactor. Meany termed this restriction "unwise" in view of the gravity of the energy shortage and the safety and environmental safeguards available.

Carter also asked for incentives to encourage solar power use and to develop other potential energy sources, a move that labor has long urged.

He also won general approval for proposed rebates to encourage more effective insulation of homes, mandatory energy efficiency standards for household appliances, and greater use of steam produced in generating electricity that could itself be a source of power.

More controversial were the President's proposals to hold down the nation's gasoline consumption.

To encourage purchase of cars with high gas mileage, persons buying vehicles with below-standard mileage capabilities would pay increasingly heavy taxes, while more modest rebates would be available to buyers of high mileage cars.

By 1985, the dividing line would be 27.5 miles per gallon. Cars with the poorest mileage would carry a penalty tax of up to $2,488 while the most gas-efficient vehicles would entitle purchasers to a $493 rebate.

And in reserve would be the big stick of a standby increase in the gasoline tax that Carter has asked Congress to enact—amounting to 5 cents for each year that gasoline consumption exceeded a still-unset national target, with a maximum total rise of 50 cents. The tax would be correspondingly lowered if goals were met in subsequent years.

The President described his proposals as "carefully balanced" and depending for its fairness on all its major component parts."

Congress is expected to reshape portions of the President's program. But it will not be chopped up into a dozen different bills to be scattered among committees claiming jurisdiction over portions of the program.

Instead, House Speaker Thomas P. O'Neill, Jr., won approval of a 37-member ad hoc committee with responsibility for bringing a comprehensive bill to the House floor.

In the Senate, both the new Energy & Natural Resources Committee headed by Sen. Henry M. Jackson (D-Wash.) and the Finance Committee under Sen. Russell Long (D-La.) would share jurisdiction.

White House aides portrayed the President as willing to spend all the reserves of good will and popular support he banked during the honeymoon period of his Administration to get his energy program adopted substantially intact.

Carter used his office — which Theodore Roosevelt once termed "a bully pulpit"—to talk to the American people twice in a single week on prime time television, seeking to convey the urgency with which he views the energy crisis.

Voluntary measures "will not be enough," Carter said bluntly. "The problem is too large and the time too short."

But, he promised, "if successful, this effort will protect our jobs, our environment, our national independence, our standard of living and our future."

Donahue Cites Imbalance:

Labor Law Reforms Tied to Basic Rights

Buffalo—The AFL-CIO's drive for reform of the National Labor Relations Act is simply a reassertion of the principle of "human rights for workers," Thomas R. Donahue, executive assistant to Federation President George Meany, declared here.

Addressing the Buffalo chapter of the Industrial Relations Research Association, Donahue noted that twice in the 42 years since the NLRA went into effect Congress has amended the law to put stricter limits on workers' ability to express their right to organize without employer interference or coercion.

The result of the Taft-Hartley and Landrum-Griffin amendments has been to deny workers equal protection under the law, he said. Unfair employers, such as J. P. Stevens & Co. or Florida Steel, strip their workers of their dignity and treat them like recalcitrant children, he said.

"The physical, financial and mental domination is complete," said Donahue. "Human rights are subordinate to property rights. Human dignity does not have a place on the profit-and-loss chart."

Donahue told the 100 practitioners in the labor-management field that the target of labor's proposals for reform of the NLRA are those employers who consider themselves above the law.

"If law and order mean anything in American labor-management relations, then it means that no one is above the law," he said. "Equal protection, justice, balance, fairness, impartiality, equity, whatever you want to call it—if America does not stand for it in its labor law, it stands for nothing at all."

Anti-union forces brought down the common-site picketing bill, Donahue said, and conservative elements are seeking to thwart other labor proposals. "It is the monied interests . . . who are our strongest opponents in the minimum wage fight as well," he observed.

While the AFL-CIO does not propose doing away with the nation's basic labor law, it does want to end the interminable appeals and delays that deny justice to workers, Donahue said. "The time for a final decision in unfair labor practice cases must be reduced," he said, noting that the Taft-Hartley and Landrum-Griffin amendments to the NLRA more than doubled the number of cases brought before the National Labor Relations Board.

The AFL-CIO also supports the recommendation of the American Bar Association Labor Law Section to expand the NLRB from five to nine members to enable it to streamline its procedures, and it wants a halt to the current practice of federal subsidization of employers who consistently and repeatedly violate national labor law, Donahue said.

The federation's labor law package also calls for repeal of Section 14(b) of the Taft-Hartley Act which allows states to enact so-called "right-to-work" laws. Other goals include Hatch Act reform, collective bargaining rights for public employees and farm workers, national health insurance, reform of workers' compensation and unemployment insurance, occupational safety and health, and other worker-related issues.

"These are difficult times for the ideals of democracy," Donahue said. "Around the world, freedom is being besieged by totalitarianism. The test of this nation as the leader of the free world is its ability to nurture freedom within its borders.

"Yet, under the guise of freedom the authoritarian domination of economic power is being pushed to the detriment of the human rights of workers to act together for self-protection and self-preservation."

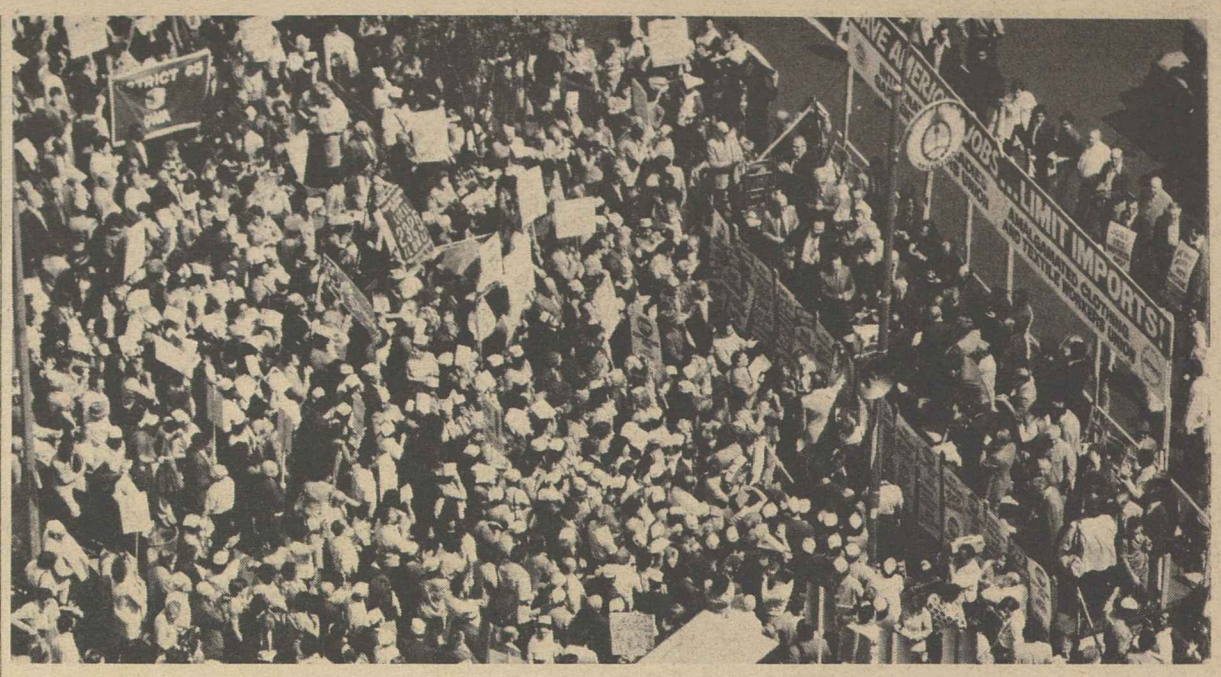
Arbitration Group Elects Coughlin

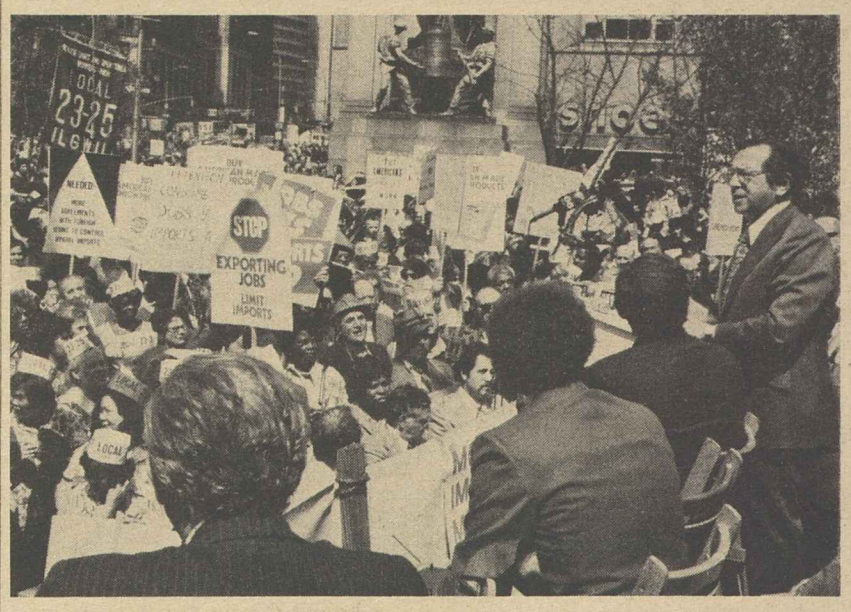
New York — President Howard Coughlin of the Office & Professional Employees has been elected chairman of the board of the American Arbitration Association.

Coughlin, who formerly was the chairman of the association's executive committee, will serve a four-year term.

Also elected to four-year terms to the 16-member board of directors were President David J. Fitzmaurice of the Electrical, Radio & Machine Workers and Executive Vice President Wilbur Daniels of the Ladies' Garment Workers.

Robert Coulson, who was reelected president at the annual meeting here, reported that the association administered 43,427 cases in 1976, an increase of 25 percent from the preceding year. Of that number, 14,000 dealt with labor-management grievances, Coulson said.





NATIONWIDE DEMONSTRATIONS against the flood of foreign apparel and textile imports drew hundreds of thousands of union supporters Apr. 13, including the more than 10,000 at New York's Herald Square (top photo). The rallies were sponsored by the Ladies' Garment Workers and the Clothing & Textile Workers. ACTWU Executive Vice President Sol Stetin addresses the New York demonstration (lower left) while a toddler accompanies her father in a Chicago rally (right).

Nationwide Rallies Seek Limits On Apparel, Textile Import Rise

Hundreds of thousands of apparel and textile workers took time off from their jobs Apr. 13 to participate in a nationwide protest against damaging imports.

They joined in rallies, parades and demonstrations in big cities and small towns across the country—along with many workers who already have lost their jobs to imports—to plead for effective government measures to limit the increasing flow of foreign-made goods that threaten their livelihoods.

And in meetings with elected government officials at city halls, state houses and historical sites, representatives of the Ladies' Garment Workers and the Clothing & Textile Workers received indications that their warnings may be heeded.

The thrust of the joint ACTWU-ILGWU demonstrations was to make the public more aware of the widening import problem and for government trade negotiators to eliminate loopholes in a new Multifiber Arrangement.

As the demonstrations were being staged in more than 150 cities and towns, AFL-CIO President George Meany and President Murray A. Finley of ACTWU and Sol C. Chaikin of the ILGWU detailed the extent of the import problem for President Carter at a meeting in the White House.

The largest turnouts of ILGWU and ACTWU members were in Philadelphia, New York, Boston, Baltimore, Cleveland, Newark, Atlanta, Miami, St. Louis, Kansas City, Los Angeles, Milwaukee, Chicago, and a number of other major cities.

Addressing a crowd that Philadelphia police estimated at 17,000 in Independence Hall Mall, Rep. Joshua Eilberg (D-Pa.) called on Congress to make better use of the provisions in the 1974 Trade Act to safeguard the jobs of U.S. workers, including the authority to override faulty presidential decisions on foreign trade arrangements.

"We'd better use that power now, before imports destroy the American economy and prevent economic recovery," Eilberg declared.

"American workers don't want handouts, they want jobs," he said in stressing that it is the government's responsibility to protect its citizens from being deprived of their jobs.

In New York's Herald Square, Sen. Daniel P. Moynihan (D-N.Y.) told a crowd of more than 10,000 that apparel imports have had a serious impact on jobs in New York City and the Northeast. Over the last seven years, one job in three in the apparel industry has been lost to imports, he said.

"Those of us committed to 'free trade' must show that we are equally committed to the well-being of the people and communities most affected by it," Moynihan said.

The safeguards labor is seeking from imports are routine practices of America's trading partners, he observed, but "only in America are they thought an aberration."

ACTWU Executive Vice President Sol Stetin charged at the New York rally that America is importing unemployment while exporting its technology and capital.

The cheap imports provide little savings for the American consumer, ILGWU Executive Vice President Wilbur Daniels added. "Goods on the racks from overseas don't cost that much less than those made here," he said. "But the retailers and the importers are making three times the profit."

In Boston, demonstrators marched through the streets before assembling for a rally at the State House. An estimated 10,000 union members staged rallies in apparel factory towns throughout New England.

In Martinsburg, W. Va., workers rallied outside their plant at the request of their employer, who has been hit hard by the imports.

In Los Angeles, thousands of apparel and textile union members were joined by hundreds of other trade unionists in their demonstration on the City Hall steps where they heard an address from Mayor Thomas Bradley.

Workers' Buying Power Declines As Price Index Continues to Climb

(Continued from Page 1)

months of 1976, and occurred mainly as a result of higher food and fuel prices, BLS observed.

The effect of the March price increases, along with income taxes, was to reduce the average worker's buying power by one-tenth of 1 percent from February. Real spendable earnings—take-home pay after allowance for inflation—also was down over the year by the same margin.

A married worker with three dependents averaged real spendable earnings of $91.54 a week in March, compared with $91.65 the month before and $91.67 a year earlier. Purchasing power has shown virtually no improvement since 1965 when real spendable earnings averaged $91.32 a week.

Prices for most kinds of food bought in grocery stores rose last month, but the increases were particularly sharp for coffee, fresh fruit, and poultry. Coffee prices increased 7 percent or at an annual rate of 84 percent. Fresh fruit prices went up 4.9 percent and poultry prices rose 3 percent over the month, or at annual rates of 58.8 and 36 percent, respectively.

Prices also rose for dairy products, cereal and bakery products, and processed fruits and vegetables. Frozen orange juice prices rose very sharply. Fresh vegetable prices, however, declined 4.1 percent in March after rising 20.9 percent in February.

The cost of eating out in restaurants continued to go up, rising seven-tenths of 1 percent, following increases of 1 percent in February and eight-tenths of 1 percent in January, BLS said.

Prices of commodities other than food rose four-tenths of 1 percent, compared with seven-tenths of 1 percent in each of the two previous months. Used car prices increased 1.5 percent over the month, four times as fast as new car prices. In addition, prices for gasoline and motor oil continued to rise, and there was another sharp spurt in the price of fuel oil and coal—2.2 percent in March, about the same as in January and February.

The March increase in the cost of services was eight-tenths of 1 percent, about the average monthly rise for the two previous months. There were large increases in rents, mortgage interest and fares for taxi rides and railroad and airplane tickets, BLS reported.

Labor Hits Double Standard:

Business Tax Break Adopted by Senate

The Senate voted to give employers a new tax break that the Carter Administration contends is unneeded and inequitable.

It earlier voted, virtually without debate, to scrap the $50-a-person tax rebate plan after the President withdrew his endorsement from it.

The double-standard was termed "scandalous" by AFL-CIO Legislative Director Andrew J. Biemiller. He had written senators urging support for a motion by Senators Edward M. Kennedy (D-Mass) and Dale Bumpers (D-Ark.) to drop the business tax windfall.

But the Senate followed the recommendation of its Finance Committee and voted 70-24 to keep it in the bill.

Biemiller had protested the lack of equity in giving "new sweeteners to business while taking away $50 payments to the poor, the aged, and the low- and moderate-income Americans."

He said the AFL-CIO had argued from the start that economic stimulus funds should be spent in direct job-creating programs and "we still feel that way."

The Senate Finance Committee bill would give businesses alternative means of easing their tax burdens—through an increase in the present 10 percent investment tax credit to 12 percent or through a tax credit of over $1,000 for each employee above 1976 levels. The House bill had a larger employment tax credit but not an increase in the investment tax credit.

Neither plan is likely to generate new jobs, Biemiller said, and the chief beneficiaries would be prosperous companies that don't need any tax subsidy.

The bill also includes generally supported provisions simplifying standard deductions that most taxpayers use as the alternative to itemizing deductions.

It also contains a postponement of the changes in the sick pay tax exclusion so that taxpayers who had lengthy illnesses during 1976 won't be retroactively penalized by the tax law passed last fall.

The sick pay provision has been passed as separate legislation by both the House and Senate, but has not been cleared for final passage.

Meanwhile, a House-Senate conference committee was reported nearing agreement on an economic stimulus bill that includes the added $4 billion public works program strongly pushed by labor. Minor differences on that portion of the bill were quickly resolved.

But the House and Senate have taken different approaches to a program of clean water grants contained in the measure.

In other developments:

- The House Interior Committee voted 33-9 approval of a bill to regulate strip-mining of coal and require mining firms to preserve or restore the environment. Similar legislation was twice vetoed by President Ford, but the Carter Administration has endorsed it.
- The House voted 364-43 approval of a bill intended to prohibit American companies from complying with the Arab boycott against Israel, or with any comparable boycott that one foreign country might try to enforce against another.

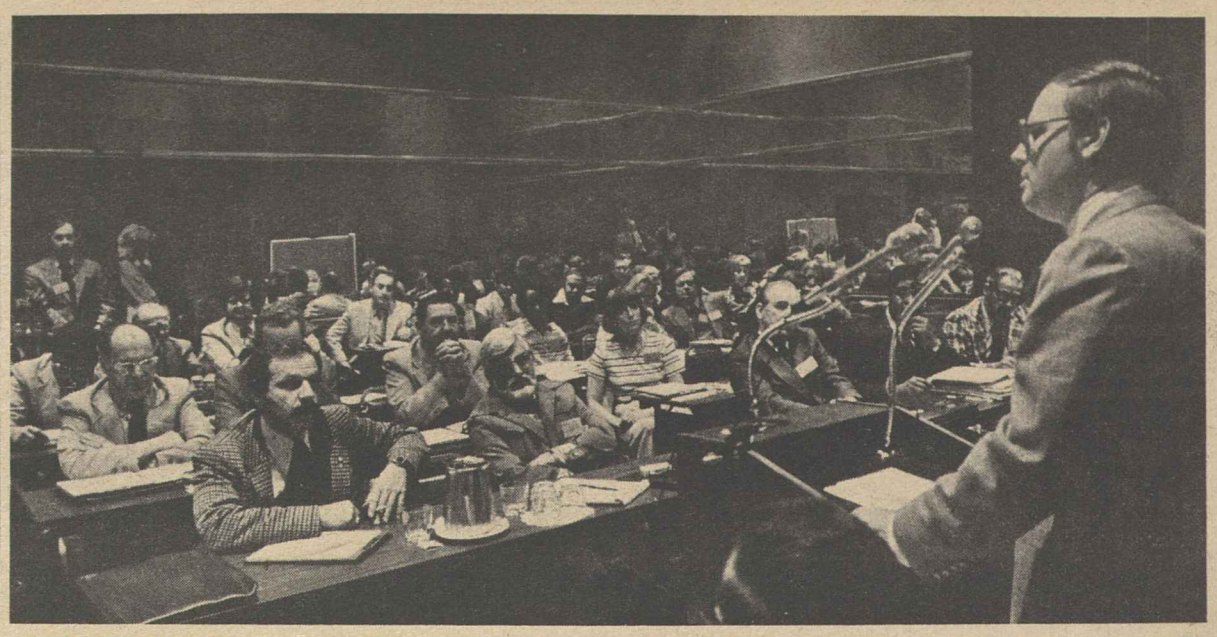
The legislation would generally make it illegal for a U.S. firm to refuse to do business with companies that are on the Arab boycott list because they have engaged in trade with Israel.

- Esther Peterson, the President's consumer adviser, testified at Senate hearings in strong support of the proposal for an independent consumer advocacy agency that would represent consumer interests before federal agencies and regulatory bodies.

In recent years, consumer agency bills were three times passed by the House and twice by the Senate. But veto threats discouraged further action.

- At Carter's urging, the Senate Foreign Relations Committee toned down a House-passed requirement that U.S. representatives on the World Bank and other lending agencies vote against credits for governments that violate human rights.

The substitute language adopted by the Senate committee would require instead that American representatives "use the voice and vote of the United States" to further human rights.



UNION EDITORS must work to correct the "appalling" lack of understanding the commercial press has of the labor movement, Labor Sec. Ray Marshall told the International Labor Press Association's postal conference in Washington.

Marshall Calls on Union Editors To Dispel Myths, Clarify Issues

The labor press has a monumental task of communications because of the shallow understanding the commercial news media have of the labor movement, Labor Sec. Ray Marshall said.

Addressing a postal conference of the International Labor Press Association, Marshall said that union editors must strive to educate the uninformed and to dispel the myths engulfing organized labor.

He told the 100 labor press representatives attending the two-day conference that he has embarked on a "campaign of my own to educate the general press" as to what the labor movement and collective bargaining are all about.

In his travels around the country, Marshall said he has often had to conduct "show-and-tell" sessions with reporters for the commercial press. He attributed the problem of the "appalling" lack of understanding partly to the "well-organized communications system" operated by anti-union forces across the nation.

He called on the labor press to help spread the message to the general public of the unnecessary human and economic waste caused by excessive unemployment.

The Secretary stressed that the public must be made fully aware that unemployment is inflationary in itself since the government must pay for unemployment compensation, welfare support, food stamps and other benefits, while collecting no income taxes from the jobless workers. It all adds up to a loss to the federal treasury of $16 billion for every 1 percent of national unemployment, Marshall noted.

The role of the labor press in educating the public is vital to the national effort to bring unemployment below 4 percent, he stressed.

But other speakers at the conference warned that labor press faces a serious problem in reaching its readers because of the continuing prospect of sharp increases in postage costs for non-profit publications.

Past increases in bulk and piece rates for second-class non-profit mail have taken a heavy toll among union newspapers, magazines and newsletters. While some were put out existence, others have had to cut back severely on their size or frequency of publication.

Jerome Waldie, a former congressman from California who is administrative assistant to the president of the Letter Carriers, told the labor editors that their problems are both with the management of the Postal Service and with Congress.

He noted that Congress, in the Postal Reorganization Act of 1970, introduced the "break-even" concept which has led to increased postal rates and lower subsidies.

"If we can break the 'break-even' concept, we can get higher volume, lower rates and improved services," Waldie said.

James J. LaPenta, director of the Federal Service Division of the Laborers, told the conference that the "Postal Service U.S.A., Inc.," is being run as a business when it should be devoted to being a public service.

LaPenta warned that if the Postal Service management continues to get its way with design classification and rate structure, it will effectively eliminate second- and third-class non-profit publications from the postal system.

Other conference speakers included Richard Burton, staff director of the House subcommittee on postal operations, and James Finch, assistant postmaster general for governmental relations. Burton and Finch briefed the labor editors on developments in Congress and the Postal Service that will likely have an impact on union publications for a number of years.

NLRB Changes Policy On Campaign Assertions

The National Labor Relations Board, abandoning a 1962 policy decision, declared it will "no longer probe into the truth or falsity" of statements made by parties during union representation campaigns.

In a 3 to 2 ruling, the board said that henceforth it will set aside the results of representation elections because of false or misleading statements only if those statements involve its own processing for running an election or where forged documents are involved.

The majority opinion, written by Members John Penello and Peter Walther with Chairman Betty Murphy concurring, said that the board's 15-year-old policy of investigating the truth of all campaign literature distributed to workers before they voted on the question of whether a union would represent them has produced a "host of ill effects," including "extensive analysis of campaign propaganda, restriction of free speech, variance in application as between the board and the courts, increasing litigation, and a resulting decrease in the finality of election results."

The majority said that employees are "mature individuals who are capable of recognizing campaign propaganda for what it is and discounting it."

But the board's other two members, John Fanning and Howard Jenkins, Jr., called the decision a serious mistake that sets an "almost-anything-goes" standard.

"Our elections are well known for the degree of participation by eligible voters, which far exceeds that in political elections," Fanning and Jenkins said in their dissenting opinion. "It seems to us that this degree of participation is related to the nature of what is at stake: wages, job security, pensions, health benefits, vacation privileges, job conditions.

"All can be directly and significantly affected by the campaign propaganda of the employer and the union. Unlike our colleagues, we are unwilling to permit the parties to campaign, without challenge, on the basis of misrepresentation and distortion of issues so directly related to this economic security of workers."

The decision grew out of a case involving a 1974 election in which a local of the Retail Clerks sought to represent employees of Shopping Kart Food Market, Inc., of Maricopa County, Ariz.

After the election, which the union won, the company challenged a remark by a union official which overstated the firm's profits. The NLRB majority, saying it would no longer consider such charges, ordered the union recognized as the bargaining agent for the grocery store employees.

Output Rise Still Short Of 1976 Performance

The nation's economic output in the first three months of 1977 improved substantially despite the record cold winter, with real gross national product rising at a seasonally adjusted annual rate of 5.2 percent, the Commerce Dept. reported. In the same quarter, the seasonally adjusted unemployment rate was 7.4 percent.

The first-quarter GNP gain was far below the 9.2 percent increase in the same quarter a year earlier. The rate subsequently dropped off, however, and the GNP gain for 1976 as a whole averaged 6.1 percent.

"The extremely cold weather in January and February reduced the increase in real output and final sales and boosted prices in the first quarter," the Commerce Dept.'s Bureau of Economic Analysis said. Real GNP is the measure of the nation's total goods and services minus the impact of inflation.

Courtenay Slater, the department's chief economist, attributed much of the first-quarter improvement to an increase in the rate of automobile purchases by consumers and businesses.

The government said the overall rate of inflation during the first quarter was 5.8 percent as measured by the Commerce Dept.'s GNP price deflator.

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New Coalition Aims Drive For Fair Wage at Congress

Works Bill Heads For Final Okay

A $4 billion public works program that had been stalled by an unrelated House-Senate dispute was cleared for final passage and the Administration promised speedy action on job-creating project proposals from hundreds of communities.

The program is intended to create about 280,000 jobs directly—and additional jobs as the ripple effect spreads through the economy.

For more than a month, a House-Senate conference had wrestled with the Senate-added provision dealing with funding of the Clean Water Act and a subsequent House bill that took a different approach.

Finally, the conferees agreed to drop the controversial section from the bill so that it could be handled in separate legislation and the public works measure was cleared for final House and Senate concurrence.

President Carter said he was "highly pleased" and Commerce Sec. Juanita M. Kreps said the Economic Development Administration plans "to take advantage of this construction season in order to generate quickly as many jobs as possible."

The allocation formula approved by Congress puts most of the funds into areas with the highest unemployment and the Commerce Dept. estimated that the first funds will be paid out by mid-June.

First, though, Congress must

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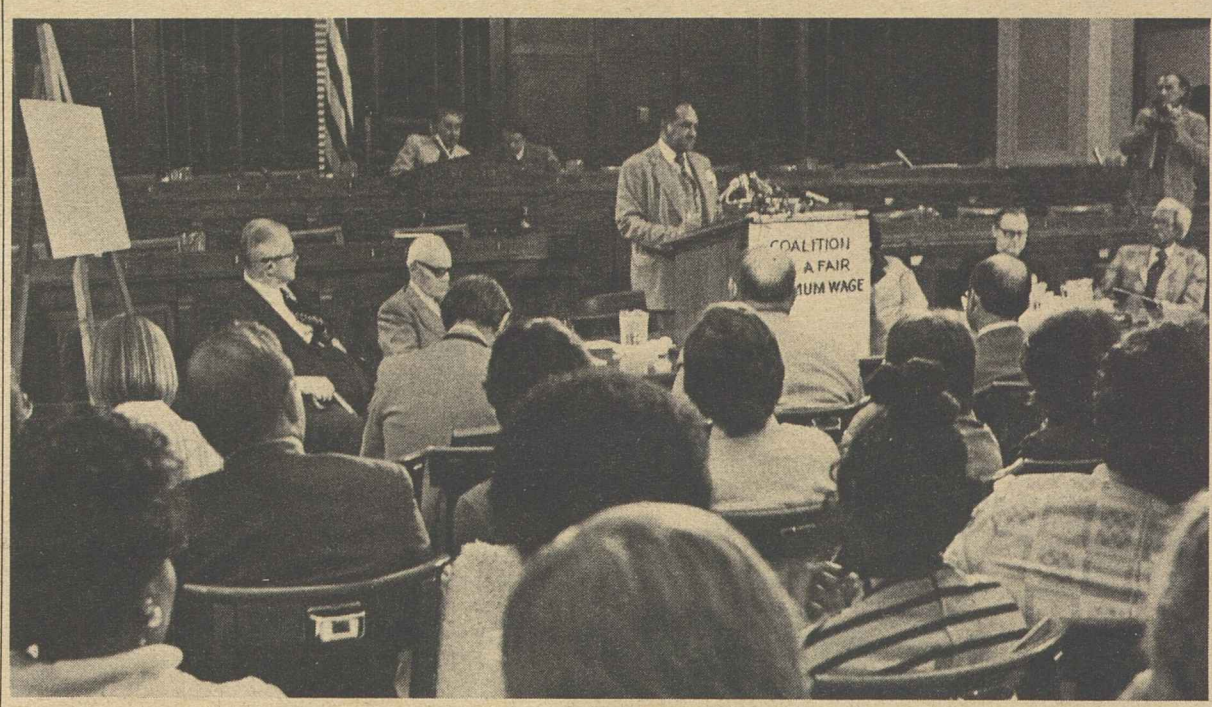


NEWLY FORMED COALITION for a Fair Minimum Wage opens its campaign at this Capitol Hill meeting attended by leaders of scores of cooperating organizations. Its goal is to raise the wage floor above the poverty level and keep it from dropping. Clarence Mitchell, chairman of the coalition and of the Leadership Conference on Civil Rights, is at the podium.

Aid to Poor Campaign's Prime Goal

By David L. Perlman

A still-growing Coalition for a Fair Minimum Wage began a nationwide effort to persuade Congress, the President and the American people that a full-time worker should not have to live in poverty or depend on public welfare supplements.

The campaign to raise the minimum wage above the poverty level and keep it there was launched on Capitol Hill, where the legislative battle will be fought over the next few months.

Leaders of cooperating organizations filled the main hearing room of the House Education & Labor Committee to hear Clarence Mitchell and other founders of the coalition—and to publicly affirm their support and the support of their organizations.

The coalition was born out of the disappointment with the Carter Administration's proposal to raise the present $2.30 wage floor only to $2.50 an hour, and thereafter peg it to just 50 percent of the average factory wage—in effect perpetuating poverty.

Mitchell, who is chairman of the Leadership Conference on Civil Rights, was joined by AFL-CIO President George Meany, President Dorothy Height of the National Council of Negro Women, and the Rev. Theodore Hesburgh, president of Notre Dame University, in the call for a broad-based national campaign.

Mitchell, Mrs. Height and Meany addressed the Capitol Hill kickoff and Msgr. George Higgins of the U.S. Catholic Conference repre-

(Continued on Page 6)

$10,000 a Year for Austerity:

Family Budget Costs Jump to New Highs

By James M. Shevis

A typical family of four living in an American city last year required an average income of $16,236 to maintain an intermediate or moderate lifestyle, the Bureau of Labor Statistics reported. That is an increase of 6 percent over the previous year.

If brought up to date to reflect current prices and tax levels, the average urban family today would need an income of $16,771, the AFL-CIO Dept. of Research estimated. Nearly three-fourths of all Americans—72.8 percent—live in cities and metropolitan areas.

A city family operating on a lower, "austere" budget last year needed an average income of $10,041, while a family on a higher budget allowing some luxuries required an average of $23,759. The income requirements reflect a 4.7 percent rise in the lower budget and a 6.6 percent increase in the higher budget.

To meet the lowest budget, a worker would need a job that paid him $4.82 an hour, calculated on the basis of a 40-hour week and a 52-week work year. That is 25 cents less than the current average hourly earnings in the private non-farm sector of the economy.

BLS annually issues estimates for the three hypothetical budgets by updating changes in prices of various goods and services that a typical urban family might buy. The price changes are calculated from autumn to autumn. The budgets do not represent how families actually do or should spend their money, but simply reflect assumptions about the manner of living at

(Continued on Page 3)

Hospital Cost Plan Viewed As First Step

By John R. Oravec

The AFL-CIO welcomed President Carter's proposal to contain skyrocketing hospital costs, but warned that it does not go far enough to effectively limit other key causes of increasing health care charges.

The Administration's program will only restrain, not stop the escalation in health care costs, Federation President George Meany said. He noted that the program lacks any controls over physician fees.

Basically, the cost-containment proposal Carter outlined in his mes-

(Continued on Page 7)

House Unit Endorses Hatch Act Reforms

A labor-supported bill to restore political rights to nearly 3 million federal and postal workers won a 16-7 committee endorsement, moving it a big step closer to the House floor.

A similar measure passed the 94th Congress but was vetoed by President Ford. Its enactment this year is a high priority item of unfinished business on the AFL-CIO's legislative agenda.

The measure, authored by Rep. William Clay (D-Mo.), would amend the 1939 Hatch Act so as to allow federal employees to participate voluntarily in the nation's political life—but still protect them from political pressure from their bosses or the administration in power.

Unions representing government workers have long sought the law's amendment, contending that the present severe restrictions have a "chilling effect" on active citizenship participation by federal employees that goes even beyond the letter of the law.

President Carter has also endorsed the dual goal of lifting unnecessary political restrictions on workers while retaining protection.

The committee made one significant amendment to the original bill in a bid for broader support.

It retained a bar on political action for persons filling a new cate-

(Continued on Page 8)

Labor Urges Abolition Of Wage-Price Council

The Council on Wage & Price Stability, once touted as an anti-inflation watchdog, is "worse than useless" and should be abolished, the AFL-CIO said.

Legislative Director Andrew J. Biemiller urged Congress to reject the Administration's proposal for a two-year extension and instead let the council go out of existence at the end of September.

The council is powerless against "real inflationary forces," Biemiller testified before a House Banking subcommittee. Thus, "it cannot affect coffee prices, or world oil prices, or even the price of domestic orange juice."

It sounds a shrill alarm at union-negotiated wage increases "but ignores executive salary increases," Biemiller contended. It acts in the interests of anti-union employers but shows no concern at "record corporate profits" and "exorbitant interest rates."

Biemiller and AFL-CIO Research Director Rudy Oswald rejected a suggestion by Subcommittee Chairman William S. Moorhead that the wage-price

(Continued on Page 7)

PROBLEMS AND PROGRESS of women in the workforce were among a wide range of areas explored during a five-day civil rights conference for union representatives at the George Meany Center for Labor Studies. Addressing one of the sessions is Alexis Herman, director of U.S. Women's Bureau. Other topics included fair housing, equal employment opportunities, community relations, voter participation projects, enforcement of civil rights legislation, and school desegregation. The conference was sponsored by the AFL-CIO Dept. of Civil Rights.

Full Employment Called Essential To Resume Gains for Minorities

Chicago—Full employment is the best way of guaranteeing equal job opportunities for those who suffered from discrimination, AFL-CIO Civil Rights Director William E. Pollard declared.

In a keynote address to the Labor, Management, Public Interest midwest conference here, Pollard said there should be no conflict over the principles of full equality and full employment among the groups involved. The conference was sponsored by the National Conference of Christians & Jews.

Pollard stressed that discrimination in the workplace must end because all persons have the right to earn a living in accordance with their abilities.

"For that to happen," he observed, "there is no substitute for jobs." And he pointed out that the fundamental aim of the AFL-CIO's action program for the past eight years has been full employment.

The progress made by minorities and women in the 1960s was halted by the economic downturn in the 1970s, but the stage is now set for more progress through full employment, he said.

Barring full employment, Pollard said, the drive for equal opportunity should not be at the expense of other workers who were not party to past discrimination.

He sharply disputed those who suggest that the seniority system be abolished to make way for minority group workers.

It was not the seniority system that slowed progress against job discrimination, but the economic recession engineered by the Nixon and Ford Administration, Pollard stressed.

Seniority is a fair formula that works without regard to race, sex or religion, he observed, adding that since seniority did not cause unemployment, it cannot cure it.

Pollard pointed out that the labor movement fought for passage of the Civil Rights Act and the Title VII provisions which guarantee equal rights in the job market, workplace and the union hall.

Labor continues to strive to end discrimination in the workplace, which is still reflected in the government's unemployment statistics.

In March, he noted, the jobless rate for black adults was nearly double that of white adults and significantly higher for black teenagers.

The problem for the minorities is not only with private employers and industry, he said, pointing out that there are a number of areas of the federal government lacking equal employment opportunities.

The Executive Orders and civil rights laws are not enforced with vigor, he said. And as a result, civil rights groups had to sue the federal government on several occasions during the past two Administrations to seek needed enforcement efforts.

The solution to ending job discrimination is vigorous enforcement of the laws and enough jobs for all, Pollard said.

"Full employment is more than a slogan with the American labor movement," he stressed. "Job opportunities at decent wages for all persons able and seeking work—the only definition of full employment we'll accept—is a goal as old as the labor movement."

Senate Vote to Boost Business Tax Credits

The Senate voted to give additional tax credits to business, even though the Administration said they are not needed. The AFL-CIO had protested it would be "scandalous" to lower business taxes after the Senate had scrapped the income tax rebate for individuals. But a labor-supported amendment to drop the giveaway to business from the tax bill was beaten, 74-20, on Apr. 21.

FOR LABOR'S POSITION

Democrats 19

Abourezk (S.D.)
Anderson (Minn.)
Biden (Del.)
Bumpers (Ark.)
Chiles (Fla.)
Clark (Iowa)
Cranston (Calif.)
Culver (Iowa)
DeConcini (Ariz.)
Hart (Colo.)
Hathaway (Me.)
Kennedy (Mass.)
Leahy (Vt.)
McGovern (S.D.)
McIntyre (N.H.)
Metcalf (Mont.)
Metzenbaum (Ohio)
Muskie (Me.)
Stevenson (Ill.)

Republicans 1

Griffin (Mich.)

AGAINST LABOR'S POSITION

Democrats 40

Allen (Ala.)
Bayh (Ind.)
Bentsen (Tex.)
Burdick (N.D.)
Byrd, H. (Va.)
Byrd, R. (W.Va.)
Cannon (Nev.)
Church (Ida.)
Durkin (N.H.)
Eagleton (Mo.)
Eastland (Miss.)
Ford (Ky.)
Glenn (Ohio)
Gravel (Alaska)
Haskell (Colo.)
Hollings (S.C.)
Huddleston (Ky.)
Jackson (Wash.)
Johnston (La.)
Long (La.)
Magnuson (Wash.)
Matsunaga (Hawaii)
McClellan (Ark.)
Melcher (Mont.)
Morgan (N.C.)
Moynihan (N.Y.)
Nelson (Wis.)
Nunn (Ga.)
Pell (R.I.)
Proxmire (Wis.)
Randolph (W.Va.)
Ribicoff (Conn.)
Riegle (Mich.)
Sasser (Tenn.)
Sparkman (Ala.)
Stennis (Miss.)
Stone (Fla.)
Talmadge (Ga.)
Williams (N.J.)
Zorinsky (Neb.)

Republicans 34

Baker (Tenn.)
Bartlett (Okla.)
Bellmon (Okla.)
Brooke (Mass.)
Case (N.J.)
Chafee (R.I.)
Curtis (Neb.)
Danforth (Mo.)
Dole (Kan.)
Domenici (N.M.)
Garn (Utah)
Goldwater (Ariz.)
Hansen (Wyo.)
Hatch (Utah)
Hatfield (Ore.)
Hayakawa (Calif.)
Heinz (Pa.)
Helms (N.C.)
Javits (N.Y.)
Lugar (Ind.)
McClure (Ida.)
Packwood (Ore.)
Pearson (Kan.)
Percy (Ill.)
Roth (Del.)
Schmitt (N.M.)
Schweiker (Pa.)
Scott (Va.)
Stafford (Vt.)
Stevens (Ala.)
Thurmond (S.C.)
Wallop (Wyo.)
Weicker (Conn.)
Young (Tex.)

Announced Against: Tower (R-Tex.)

Absent and not announced: Humphrey (D-Minn.), Inouye (D-Hawaii), Laxalt (R-Nev.), Mathias (R-Md.), Sarbanes (D-Md.)

New Violations:

Battery of Charges Hits J. P. Stevens

The National Labor Relations Board has hit the J. P. Stevens & Co. with a battery of complaints alleging unfair labor practices at several of the textile firm's plants.

The latest charges, filed with three NLRB regional offices in the South by the Clothing & Textile Workers, accuse the company of:

- Firing a worker in Greenville, S.C., after she answered a subpoena to testify in an NLRB case involving the company.
- Posting the names of in-plant organizing committees at its Tifton, Ga., plants in violation of federal law and giving workers an impression of surveillance by stating: "It is our understanding that the union professional organizers are holding weekly meetings."
- Refusing to bargain with ACTWU with respect to the remaining workers at its Statesboro, Ga., plant for whom the union has bargaining rights. Stevens closed the plant in 1975 after being ordered to bargain with the union's predecessor, the Textile Workers.

In another charge, ACTWU has taken over a case of illegal discharges at the company's elastometric and plastics products plant in Easthampton, Mass. A number of workers were fired because of their union activities in 1976 on behalf of the Rubber Workers. The URW asked ACTWU to take over the case in its behalf.

The union said that the complaints further demonstrate Stevens's policy of "extensive and well-publicized" unfair labor practices. To force the company to cease its illegal activities, ATCWU requested a "corporate-wide remedy based upon Stevens's past and unending record of violations of the National Labor Relations Act."

Earlier, the NLRB's Atlanta regional office issued complaints against Stevens for its tactics in interrogating workers at the firm's Tifton plant last year. The interrogation centered on their union membership, activities and desires to seek union membership. A hearing on this and other charges is set for May 26 before an NLRB administrative law judge in Tifton.

The Baltimore NLRB regional office issued a complaint listing union charges against the company at its Rocky Mount, N.C., plants. The office is seeking an order requiring Stevens to post notices in all 85 of its plants declaring that it will stop interfering with workers' union activities. A hearing on this case is set for June 1 in Roanoke, Va.

ACTWU, which describes Stevens as the No. 1 corporate labor law breaker in the nation, has mounted a consumer boycott of Stevens products that is supported by the entire labor movement.

Since 1963, the NLRB has issued 15 decisions against the firm encompassing more than 110 separate charges of unfair labor practices, including illegal firings, coercion of employees, bad-faith bargaining and other violations of the nation's basic labor law. In addition, Stevens has been found guilty of contempt three times by U.S. Courts of Appeals.

CWA, Bell System Set Early Contract Talks

The Communications Workers and the American Telephone & Telegraph Co. have agreed to begin national contract talks on May 19.

The talks normally would begin sometime in June, 60 days prior to the Aug. 6 expiration date of the union's agreement with the giant firm. The negotiations, to be held in Washington, will cover some 500,000 Bell System workers.

"CWA will try this year to get an early settlement," President Glenn E. Watts said. "We want to finish ahead of the deadline, if possible."

Job security, upgrading of jobs traditionally held by women in the industry and pension improvements, as well as a general wage increase, are high on the union's list of contract goals.

Bargaining on local issues, to be conducted with Bell operating companies, AT&T's Long Lines division, and various units of the Western Electric Co. and Bell Laboratories, will begin on June 8.

Watts, who heads the union's national bargaining committee, said that CWA has commissioned two studies by separate and independent consultants aimed at providing union negotiators with support materials. One study will weigh the economic impact of a nationwide telephone strike on the industry. The other will concentrate on telephone worker productivity levels, compared with other industries.

Telephone industry productivity gains in recent years have been far above national figures. Between 1970 and 1975, BLS reported, telephone industry productivity increased about 6.6 percent a year compared with an annual productivity average of 1.1 percent. The 1976 national productivity rise was 4.5 percent.

"It's time for us to look at new approaches toward getting our fair share of the increased productivity which is making Bell System coupon-clippers so happy," Watts said. "Up to now, our productivity has received only token recognition. I say tokenism is dead in the telephone industry, as far as CWA is concerned."

CWA Leader Gets United Way Honors

Atlanta — Dina Beaumont, District 11 vice president of the Communications Workers, is the first recipieent of the Joseph A. Beirne community services award of the United Way of America. The award was presented at the United Way volunteer leaders conference here.

Mrs. Beaumont, who also is a vice president of the Los Angeles County AFL-CIO and the California State AFL-CIO, was cited for "her outstanding volunteer leadership" in the Los Angeles area.

The award was established in the name of late president of the CWA who also had served as president of United Community Fund & Councils, a forerunner of the United Way.

$10,000 a Year Buys Austerity:

City Workers' Budget Costs Up 6 Percent to New Highs

(Continued from Page 1)

each of three relative standards of living, BLS stresses.

Last year's 4.7 percent increase in living costs for a low-budget family put the level needed to maintain an austere life-style above $10,000 for the first time since the surveys were begun in 1967. The figures at all three budget levels are the highest since the government began the analyses.

Of the $10,041 budgeted for families at the lowest income level, little is allowed for expenditures beyond the basic essentials of life. Food costs eat up $3,003, or about $58 a week, while rent runs around $164 a month. Transportation accounts for $15 a week and clothing takes up a similar amount.

Taxes and social security deductions total $1,429 a year, medical care $896, and miscellaneous items, $919. Only $265 is allowed during the year for personal care costs.

The median income of all families with one wage earner in 1975, according to the Census Bureau, was $11,568. That is, half of all such families in America had income above that level and the other half had income below that mark. The 1976 median figures will not be published until next September.

The government's official poverty-level guideline in 1976 was $5,500 for a family of four living in a non-farm area. On Apr. 1, the figure rose to $5,850.

While the highest in dollar terms, last year's total budget costs mirrored the smallest percentage increases in four years. In 1975, the lower, intermediate and higher budgets reflected increases of 7, 8 and 8.2 percent, respectively, from a year earlier. In 1974, the respective year-to-year gains were 12.4, 13.5 and 14.2 percent and in 1973 they were 10.8, 10.3 and 9.9 percent.

Yet, in all other years, the budgets never rose more than 4.3 percent. Inflation currently is running at an annual rate of 7.2 percent, projecting last month's six-tenths of 1 percent rise in the consumer price index, and the Carter Administration is predicting a 6.7 percent increase for the year.

The BLS budgets are prepared for a precisely defined urban family—a 38-year-old man employed full time, his nonworking wife and their 13-year-old boy and eight-year-old girl. The couple is assumed to have been married about 15 years, and the family is settled in the community. The husband is an experienced worker. The family has an average inventory of clothing, house furnishings, major durables and other equipment.

During the survey period, from autumn 1975 to autumn 1976, consumption costs rose by about 5 percent in the lower budget and 6 percent in the intermediate and higher budgets, BLS said. Consumption items include all living costs except gifts and contributions, occupational expenses, life insurance, social security and personal income taxes.

The largest increases among consumption items occurred in homeowner costs, transportation, and medical care. Changes in food costs were smaller in the intermediate and higher budgets, BLS said, because these levels include higher quantities of meat, poultry and fish which as a group decreased in price during the survey period.

The increase in housing costs had a greater impact on the intermediate and higher budgets because housing accounts for a larger proportion of the total cost of consumption at those levels, BLS noted. Families at the hypothetical low-level operating budget were assumed to be renters rather than home-owners, while those at the other levels might be either.

Total housing costs in the lower budget increased by 5.8 percent between autumn 1975 and autumn 1976, compared to increases of 8.8 and 8.7 percent in the intermediate and higher budgets, respectively, BLS said. Homeowner costs rose by 10.3 percent in both the moderate and higher budgets, mainly due to higher mortgage interest charges.

Food costs rose less than any other consumption item last year, increasing only eight-tenths of 1 percent at the two higher levels and 1.7 percent at the lowest level.

Social security contributions rose by 4.7 percent, 7.7 percent and 8.3 percent for the lower, intermediate and higher budgets, respectively. Although the rate remained at 5.85 percent between 1975 and 1976, the maximum income on which contributions were made into the social security system increased from $14,100 to $15,300. In 1977, the tax base has been further increased to $16,500.

Personal income taxes over the survey period rose about 6 percent at the lower level and 9 and 11 percent, respectively, at the intermediate and higher levels. The higher taxes were due in part to tax code changes in a number of states and federal and state tax structures that call for higher rates as income rises, BLS said.

Costs of medical care increased 9.6 percent at the lower and intermediate levels, 9.6 percent at the higher level. Transportation costs shot up 9.3 percent at the lower budget level, 9.7 percent in the intermediate budget and 10 percent at the highest level.

While BLS does not prepare budgets for families living in rural areas, it does compare differences between metropolitan and non-metropolitan areas. The former are defined as areas with over 1 million people and the latter as areas with populations between 2,500 and 50,000.

In all three budgets, estimated family costs were higher in metropolitan areas than in non-metropolitan areas, BLS said.

Among major metropolitan areas, Anchorage, Alaska, was the most expensive city in the country to live in last year, BLS said. A low-budget family there required $16,492 while $23,071 was needed for the intermediate budget and $33,273 for the higher budget.

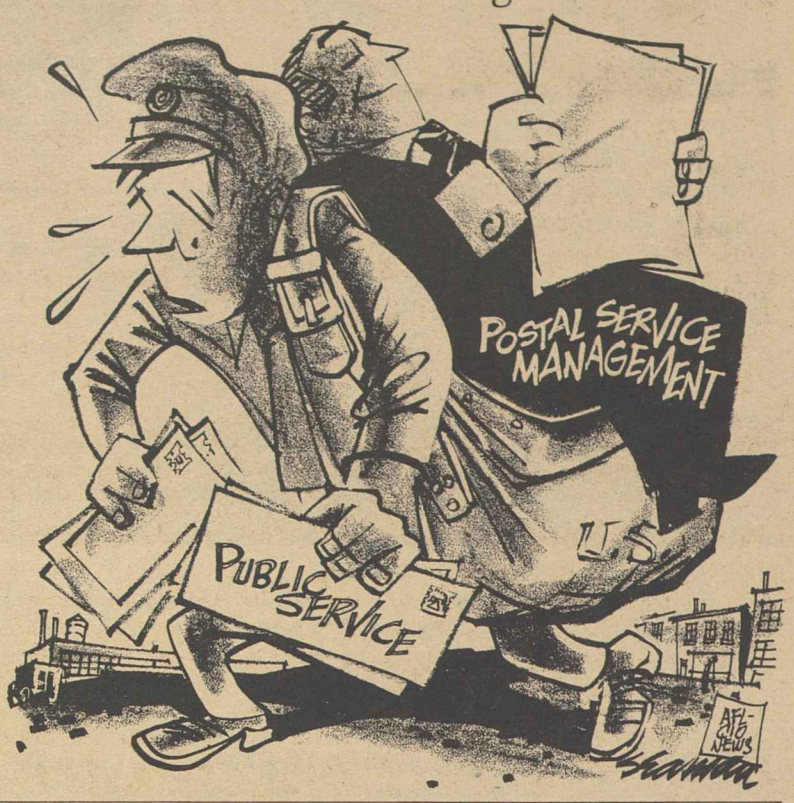
On the mainland, Boston had the highest costs at the lower and intermediate levels, $11,104 and $19,384. Cost estimates on the higher budget were highest in New York City.

Family Budget Levels Listed for 40 U.S. Cities

Annual costs of three family-budget levels in 40 cities and metropolitan areas in the autumn of 1976, as compiled by the Labor Dept.'s Bureau of Labor Statistics:

	Lower Budget	Intermediate Budget	Higher Budget
National Average	$10,041	$16,236	$23,739
Anchorage	16,492	23,071	33,273
Honolulu	12,711	19,633	30,086
Boston	11,104	19,384	29,187
San Francisco-Oakland	10,920	17,200	25,315
New York	10,835	18,866	29,677
Seattle	10,770	16,204	22,935
Washington	10,650	16,950	24,769
Hartford, Conn.	10,601	17,238	24,207
Champaign-Urbana, Ill.	10,564	16,578	24,104
Los Angeles-Long Beach	10,523	16,016	23,977
Portland, Maine	10,412	16,633	23,280
Chicago	10,380	16,561	23,804
Philadelphia	10,343	16,836	24,482
Milwaukee	10,306	17,307	25,221
Baltimore	10,280	16,195	23,715
Buffalo	10,198	17,175	25,017
Minneapolis-St. Paul	10,085	16,810	24,556
Cleveland	10,023	16,412	23,486
San Diego	10,007	15,989	23,687
Indianapolis	9,876	15,911	22,586
Detroit	9,865	16,514	24,226
Wichita, Kan.	9,816	15,102	21,628
Lancaster, Pa.	9,799	15,685	22,194
Denver	9,765	15,906	23,078
Cedar Rapids, Iowa	9,702	15,976	23,198
Pittsburgh	9,697	15,515	22,418
Kansas City	9,677	15,628	22,968
Green Bay, Wis.	9,626	16,008	23,881
St. Louis	9,612	15,623	22,437
Durham, N.C.	9,600	15,525	22,205
Bakersfield, Calif	9,599	15,004	21,214
Houston	9,532	14,978	21,482
Dayton, Ohio	9,466	15,101	22,022
Cincinnati	9,448	15,708	21,974
Orlando, Fla.	9,271	14,378	20,878
Atlanta	9,222	14,830	21,410
Dallas	9,114	14,699	21,393
Nashville	9,102	14,821	21,307
Baton Rouge, La.	8,914	14,472	21,334
Austin	8,887	14,209	20,628

'What a Drag!'



Technology Drain Hurts U.S. Aerospace Industry

The export of American aerospace technology through coproduction agreements is undermining the industry's ability to compete in the worldwide aerospace market, and threatening the nation's security, the Machinists declared.

Ben Sharman, IAM's international affairs representative, said in a paper presented at a symposium sponsored by the American Astronautical Society that controls are "absolutely necessary" on all technology transfers and coproduction agreements.

Coproduction agreements as a condition of sale have allowed technology to be sold at a fraction of the cost of development, Sharman said. Under such arrangements, the sale of American technology amounts to a giveaway of American know-how to countries which have openly declared their intention to get a larger share of the global aerospace market, he observed.

"From an American trade unionist's point of view, it is difficult to understand the myopic attitude of U.S. aerospace manufacturers, who only seem to be interested in short-term profit-making," Sharman declared.

"As the industry loses its competitive edge in world markets, the trade unions expect requests for support of costly research and development projects in the United States," Sharman said. "But if the expenditure of public funds for technological development is not used for the benefit of the American worker and taxpayer, this support will not be forthcoming."

Sharman warned that once a high-technology industry becomes non-competitive and laid-off workers are dispersed, there is no way that it can be revived over a short period of time.

He charged that influential political leaders in the United States continue to promote a "free trade" policy that permits the giveaway of aerospace technology. As a result, the lead that the United States once held in highly technical fields has swiftly eroded, he said.

The Japanese, for example, for years were unable to develop a satellite launching system of their own, but after contracting with the McDonnell Douglas Corp. to buy plans and production capabilities for a modified Thor-Delta rocket system they announced development of an operational system. At the time of the sale, the AFL-CIO warned Congress of the probable impact of the technology transfer. The federation's predictions proved accurate, as substantiated by the President's 1977 International Economic Report, which observed that U.S. manufacturers of communication satellite systems "are now experiencing tougher competition from Western Europe and Japan."

Labor-Backed Project Aids Troubled Youths

Fort Worth, Tex.—A national pilot program to help troubled youngsters has just celebrated its first anniversary and, according to its union supporters, the results have exceeded original expectations.

In its first year of operation, the Labor-Youth Sponsorship Program has met over 170 individual needs of delinquent or pre-delinquent youths between the ages of 10 and 18, Project Coordinator Allen Johns reported.

"We are quite proud of our accomplishments in this first year, and realize that much more remains to be done in our field of endeavor, juvenile delinquency," Johns said. "We have far exceeded the number of youths we thought we would serve."

The idea of the program is to offer alternative services that will help reduce the need for institutionalizing young people.

Under the sponsorship of the AFL-CIO Tarrant County Central Labor Council and the UAW-Community Action Program in the county, the youth program is funded by the Texas Youth Council with support from the AFL-CIO Dept. of Community Services, the Texas Council on Crime & Delinquency, and the National Council on Crime & Delinquency.

In the first 12 months of its existence, the program has placed 39 youngsters in jobs, provided shelter for six others in union members' homes, given clothing and food to 64, referred 38 to job opportunities, provided on-the-job training and apprenticeship to 11, and provided emergency medical assistance to nine others.

A Fair Minimum Wage

IT IS A PRINCIPLE of our trade union movement that American workers, whether they belong to a union or not, must not be compelled to work for slave wages in the richest nation on earth. And anything less than a decent living wage is a slave wage.

That is why the AFL-CIO strongly supports an immediate increase in the federal minimum wage that is above the poverty level. And we just as emphatically support establishment of an automatic mechanism to maintain the wage floor at 60 percent of average hourly earnings in manufacturing.

Today, the families of workers earning less than $2.92 an hour are living in poverty. And there are 10 million workers earning less than that poverty wage. They work 40 hours a week, 52 weeks a year, at lousy, dismal jobs, and still they can't earn enough money to get out of poverty.

Many must turn to welfare, food stamps and private charitable institutions to keep their families together. That is a tragic commentary on America's priorities.

As you all know, President Carter says the minimum wage should be $2.50 an hour and hereafter pegged at 50 percent of straight-time hourly earnings in manufacturing. That is a tragic commentary on this Administration's priorities.

Administration spokesmen say the minimum wage can't be higher because that would damage "business confidence." Frankly, we are concerned with the confidence, the health and the well-being of low-wage workers who must spend every dime they make on food, clothing and shelter for their families.

As a matter of fact, I can't think of a better boost to the confidence of intelligent businessmen than 10 million American workers with more money to spend in the marketplace.

UNTIL NOW, what the President has been saying to these workers is, "Business will feel better if you are poverty-stricken." We think that is indecent. We can't believe that a President concerned with human rights will not reconsider and view this issue with compassion and concern. But if he doesn't reconsider, then the Congress must do better.

We hope the President will recall that the Chamber of Commerce in 1938 said a 25-cent minimum wage would lead to economic ruin, unemployment and inflation.

What are the facts? Well, every time the minimum wage has increased employment has increased. Minimum wage workers are the victims, not the cause of inflation. Minimum wage workers didn't sell the grain to the Soviet Union in 1972; they didn't raise the price of Arab oil; they didn't raise the interest rate; they didn't plan the economic mess the nation is in. But they have to live with all these decisions.

What we are saying here today, when we sign this declaration, is a reaffirmation of what Franklin Roosevelt said nearly 40 years ago:

"Any business that depends for its continued existence on the payment of less than a decent living wage should not continue to exist . . . (and) the test of our progress is not whether we add more to the abundance of those who already have much; it is whether we do enough for those who have too little."

It is in that spirit—and with the sincere hope that President Carter will reconsider and meet that test set forth by FDR—that I am proud to sign the declaration for a fair minimum wage.

—From remarks by AFL-CIO President George Meany to meeting of the Coalition for a Fair Minimum Wage.

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Robbed Again

The Unpleasant Truth:

Economic Concentration Basis Of Much of Today's Inflation

By Gus Tyler

AMIDST CONTINUING controversy over what brings on inflation and what can be done about it, the man who came closest to telling the unpleasant truth died. His name is John M. Blair, one of the most respected economists in Washington, D.C., with a history running back to the early New Deal days.

His death was duly noted in several papers primarily because his departure came on the heels of an explosive book he had just published on the oil industry, entitled "The Control of Oil."

The book was described on the front page of The New York Times Book Review as "the definitive book on oil" that has been "a quarter of a century in the making."

Good as this recent work is, it would be a shame if it were allowed to overshadow and obscure a greater classic on the American economy by Blair entitled "Economic Concentration."

While economists have been talking about demand-pull inflation and cost-push inflation, Blair has been talking about the "administered" inflation that comes to a society when the wealth-producing agencies are in the hands of a few people who can fix prices pretty much as they please because of their monopoly-oligopoly power.

In an imaginative study, Blair compared the behavior of identical commodities in two depressions, in that of 1890-97, when the economy was highly competitive, and that of 1929-33, when the economy was moving toward concentrated ownership. He found three categories of commodities:

"1. Those whose prices were flexible in both depressions. These products were unconcentrated in both depressions.

"2. Those products that exhibited less flexibility in the later depression, despite its greater severity. By and large such commodities were found to have undergone a marked rise in concentration.

"3. Those that showed greater flexibility in the later depression. These products were found to have been characterized by a decrease in concentration and a general weakening in the control of the market."

In both these recessions, "the general pattern," concluded Blair, "was one of price increases in the concentrated, inflexible-price products and of decreases in their unconcentrated, flexible-price counterparts."

Blair's argument has been corroborated by an unexpected authority: Dr. Arthur F. Burns, former economic adviser to Nixon and present head of the Federal Reserve Board. In 1971, he said:

"In the concentrated industries: Energy, up 11 percent; transportation equipment, up 9 percent; metals and metal products, up 8 percent; machinery and equipment, up 7 percent; nonmetallic minerals, up 6 percent and rubber and plastic products, up 5 percent. . . . Meanwhile, in the less concentrated industries, such as processed foods, skins, leathers and hides, and textile products and apparel, price changes were below average, at about 2 percent."

But plainly, not all prices rose. Where competition existed, the price rise was negligible; where oligopoly reigned, price rises were extortionary.

Despite all this evidence, the talk still goes on about how inflation is due to high wages or big federal budgets with virtually no mention about the role of "economic concentration" as the real villain. With John M. Blair gone, who now will speak the unspoken truth?

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Mother's Day is May 8th.
If union families don't look for the union label, who will?
INT'L. LADIES GARMENT WORKERS UNION, AFL-CIO
Made in U.S.A.

'Outrageous Perversion':

Strong Anti-Union Bias Marks Wage, Price Council Actions

The following is excerpted from testimony by AFL-CIO Legislative Director Andrew J. Biemiller before the House Banking Subcommittee on Stabilization.

THE AFL-CIO IS OPPOSED to the extension of the life of the Council on Wage & Price Stability and to the strengthening of the council's authority.

The council gives a false sense of curbing inflation, when the real inflationary forces have been beyond the scope of such an agency. It cannot affect coffee prices, or world oil prices, or even the price of domestic orange juice. It gives the illusion that somehow government can review the thousands and thousands of prices set daily in the marketplace. It concentrates on union-negotiated wage increases, but ignores executive salary increases.

But, unfortunately, the Council on Wage & Price Stability is worse than useless. It is not even neutral. The council serves the reactionary anti-union and pro-business purposes of those who seek to load responsibility for inflation on the shoulders of America's working people. This is an outrageous perversion of its original purpose.

The council has ignored record corporate profits. It has ignored sizable increases in executive salaries and executive bonuses. It has ignored exorbitant interest rates. It has had no real effect in preventing or restraining price increases.

While the rate of inflation has slowed down from 12.1 percent at the end of 1974 to 7.4 percent at the end of 1975 and to 4.8 percent by the end of 1976, it was not because of anything that the council did.

The price increases of recent years, including the double-digit inflation of 1974, have not been caused by excess demand for goods, shortages of workers, excessive wage increases, or federal deficits. The major causes of inflation have been the rising prices of food, fuel and interest rates.

These major causes of inflation have been aggravated by the slow-down in the rate of productivity growth and by the waste and inefficiency that resulted from deliberate government policies to bring about economic slowdown in the misguided and vain hope that economic slowdown and slump conditions would stop inflation.

The AFL-CIO has no quarrel with realistic programs to attack inflation. Indeed, the AFL-CIO is very much concerned about inflation. Working people and their families are among the chief victims of inflation. The value of a bigger paycheck is washed away by inflation.

In real dollars, the average gross weekly earnings of private, nonfarm workers in production or nonsupervisory jobs were lower in February 1977 than in 1968. And real, after-tax buying power for a worker with three dependents in February 1977 was down below the 1965 level. That's a shocking reflection of what has happened to working people as a result of inflation in recent years.

We are very much concerned about the actions and attitudes of the Council on Wage & Price Stability which intrude on and interfere with free collective bargaining. Contract settlements and even negotiations are evaluated and criticized and suffer interference from the council. The Steelworkers and the Auto Workers have particular reason to complain about the outrageous pro-business, anti-union bias of the council.

To analyze wages in the steel industry—even before labor and management sat down for negotiations—the council used figures from the steel industry management organization, the American Iron & Steel Institute. By using this biased source of information, the Council on Wage & Price Stability destroyed its own credibility. The council played to anti-union editorial writers rather than serving as an impartial government agency.

THE STEELWORKERS reviewed a draft of the council's report and urged the council not to issue the report because of its numerous errors of fact and because of the biased data source. The Steelworkers warned that the report was "a crass and unwarranted attempt to interfere with forthcoming negotiations" by suggesting that union "members earn too much and do not need and should not attempt to negotiate an appropriate wage increase." In spite of the report's shortcomings and bias, and in spite of the warning from the Steelworkers, the council went ahead and issued its report.

The Auto Workers attacked the Council on Wage & Price Stability for errors and wrong conclusions in the council's report on the 1976 auto settlements. The Auto Workers pointed out that the council report uses questionable estimates with overstatement of costs, that the council wrongly "double-counts" the new reduced work-time plan, and that the council wrongly suggests that higher labor costs will result in more auto imports.

The council's report was leaked to the press before the UAW got the chance to comment on the report. This suggests that the council really did not care what errors might be corrected or conclusions might be modified in light of comments from the union.

We cannot avoid the conclusion that the council is a willing tool in efforts to hold down union-negotiated wage increases.

On this basis we renew our call for abolition of the Council on Wage & Price Stability. Its intrusion and interference in our system of free collective bargaining is intolerable.

Keyed to Full Employment:

Stronger Stimulus Pressed To Spur Stagnant Economy

UNLESS THERE IS MORE economic stimulus than the Carter Administration is pushing for, another round of "stagflation" may well develop in the months ahead, AFL-CIO Research Director Rudy Oswald warned.

The pace of economic pick-up is not fast enough to make a real dent in unemployment or take up the slack in idle plant capacity, Oswald said on the radio interview Labor News Conference. He pointed out that with the real unemployment rate hanging at 10 percent, "the worst picture since World War II," there has been no "big improvement over the bad recession of the past two years."

He said the economy is being buffetted by the higher compensation costs and reduced tax revenues that result from widespread unemployment, in addition to the "overhead costs" of unused factories and machines that are built into consumer prices. There is no valid trade-off between unemployment and a balanced budget, Oswald declared, stressing that "you cannot have a balanced budget without full employment."

Oswald said that new tax breaks or write-offs for business would not stimulate expanded capital investment, noting that "manufacturing plants and equipment are now operating at only 82 percent of capacity." The "real spur" should be more efficient use of existing capacity and manpower, coupled with a commitment to a full employment economy that would assure a continuing market for the increased output, he said. That would be much more effective than "some type of tax gimmick to try to encourage corporations to invest in new plants and equipment."

The labor economist urged that the $11 billion saved when President Carter abandoned his tax rebate plan be applied to "put people directly to work," rather than held "just to cut the deficit." He noted that the levels of public service jobs and public works programs can be raised substantially without lessening the productivity of those efforts. With the unemployment rate among construction workers still at dismal levels, he concluded that industry alone could absorb much more than the $4 billion public works program proposed by the Carter Administration.

By Press Associates, Inc.

FOR SOME YEARS NOW, millions of aliens have been quietly entering the nation's economic and social system. They have been picking crops, clearing tables in restaurants, working in garages, laboring in the sweatshops of the big cities and cleaning office buildings after the citizen-workers have gone home.

Who are they? How many are there?

They are mostly Mexican, because it has been relatively easy to cross or pay to be smuggled across an unguardable 2,000-mile border. Others come from Europe through Canada from Asia and many others come from Central and South American nations. They come to visit and stay to work, blending into the anonymous masses.

Since they are invisible, there are no reliable figures on how many there are. Estimates have run from 2 million to 12 million. The Immigration & Naturalization Service, which has sought funds from Congress to gather accurate data, has settled on a guess of from 6 million to 8 million illegals.

Why do they come? For the same reason that almost all other immigrants have come—in search of a better life. They leave behind hunger and misery and come to work and perhaps make extra money to send home.

It is pretty well accepted that the illegals are holding many jobs that otherwise would have gone to unemployed citizens. It is oversimplified, however, to say that the official total of about 8 million unemployed could be put to work if 8 million illegals were deported.

For employers, the illegals are a bonanza. They will take almost any job under the poorest conditions at the lowest of wages. They cannot complain because they live in fear of exposure and deportation. Their substandard wages depress the wages of other workers. This gives the unscrupulous employer an unfair advantage as his goods move into interstate commerce to compete with employers and unionized companies.

ORGANIZED LABOR has supported legislation in Congress that would make it a crime for an employer to knowingly employ illegal aliens. Labor also would like to see the status of those illegals with a demonstrated attachment to the community made legal, especially where families are involved. To bring the problem under control, the Immigration Service also should be beefed up to stem the entry of new illegal aliens.

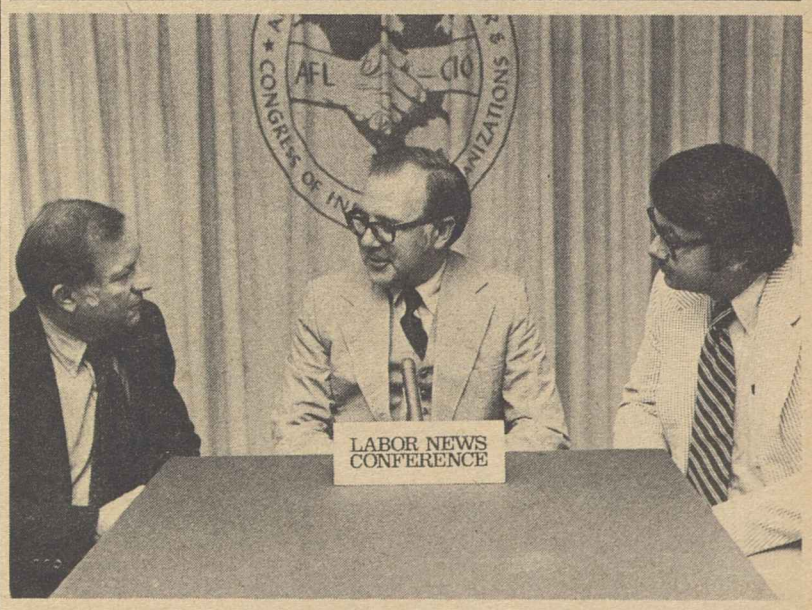
The U.S. Catholic Conference, the U.S. Commission on Civil Rights and the Mexican-American Legal Defense & Education Fund are concerned that in cracking down on employers, a danger exists of violating the civil or constitutional rights of citizens and legal aliens. They are afraid that employers might discriminate against "foreign-looking" or "foreign-sounding" people for fear of violating the law or attracting government inspectors.

The problem is huge and complicated and sensitive. It involves U.S. relations with Mexico and other nations. But above all it is a problem that calls for understanding and compassion.

When "wetbacks" were crossing the border at the rate of one million a year 20 years ago, the then-head of the Immigration Service asked Congress for barbed wire and police dogs and airplanes to hunt down desperate job-hungry Mexicans. But more humane and farsighted people proposed that the U.S. and Mexico unite in an economic development program to develop jobs in Mexico to hold the workers there.

The Carter Administration soon will propose a new policy on aliens. It is expected to include some form of amnesty along with a strategy to control the influx of illegals.

The hope is that the status of many illegals will change to that of legal aliens, that they can stand up and be counted and take their place as contributing members of their communities and that they and their families will be able to live openly and without fear.



MORE STIMULUS than the Carter Administration is pushing for may be the only way to head off another round of "stagflation" in the months ahead, AFL-CIO Research Director Rudy Oswald, center, warned on Labor News Conference. Questioning him were Tom Joyce, left, of Newsweek magazine and Frank Swoboda of the Baltimore Sun. The AFL-CIO produces the weekly program.

BOARD OF TRUSTEES of the George Meany Center of Labor Studies reviews staff reports during a spring meeting at the center. AFL-CIO President George Meany is chairman of the board. Three new board members taking part in the discussions were President Glenn E. Watts of the Communication Workers, President John W. Schmitt of the Wisconsin AFL-CIO and Prof. John T. Dunlop.

Broad Coalition Kicks Off Drive To Achieve Fair Minimum Wage

(Continued from Page 1)

sented Father Hesburgh.

A delegation from the coalition will meet with President Carter at the White House on May 2 to urge a shift in Administration policy.

"We can't believe that a President concerned with human rights will not reconsider and view this issue with compassion and concern," Meany told the group. "But if he doesn't reconsider, then Congress must do better."

Meany reminded the gathering that workers getting the minimum wage "are the victims, not the cause of inflation." They didn't sell grain to the Soviet Union in 1972 to send food prices up, they didn't raise the price of Arab oil or raise the interest rates. But "they work 40 hours a week, 52 weeks a year, at lousy, dismal jobs, and still they can't earn enough money to get out of poverty."

Rep. John H. Dent (D-Pa.), author of the bill closest to the coalition's goal and chairman of the subcommittee considering the issue, was host to the gathering. He was joined by the chairman of the full Education & Labor Committee, Rep. Carl D. Perkins (D-Ky.), who promised his support.

Mitchell stressed the need for a grass roots effort in every part of the country to push for a fair minimum wage through postcards and letters to Congress and the President.

Mrs. Height, whose federation includes 27 women's organizations, said 20 percent of working women are the sole support of families and millions more are in low-income families where their pay goes for necessities and not luxuries.

Msgr. Higgins termed it "morally indefensible" to workers that their best efforts are not worth a living wage, that they must depend on charity to make up the difference.

And two women, a black teachers' aide from Connecticut and a white factory worker from Maryland, told of their struggles to manage at near-poverty wages.

Then, from the audience, representatives of participating organizations arose to affirm their commitment and later to line up to sign a Declaration for a Fair Minimum Wage.

There were leaders from religious and ethnic groups, Methodists and Jews, Chicanos and Japanese-Americans, among others. The newly-elected president of the National Organization of Women and an official of the National Farmers Union spoke up. So did a representative of handicapped workers.

The director of Frontlash brought a declaration of support from youth leaders around the country, and the president of the National Council of Senior Citizens is serving on the coalition's advisory committee. The National Consumers League was there, as it has been in every minimum wage campaign in the nation's history.

Present, too, were officers and legislative representatives from major unions that are participating directly in the coalition as well as through the AFL-CIO.

The declaration they signed spelled out the need. Just to bring minimum wage workers up to the poverty level for a family of four requires at least a 61-cent increase, they noted.

"We, the undersigned are convinced that America cannot afford to relegate millions of its citizens to economic peonage," the organization leaders asserted.

Only by raising and keeping the minimum wage above the poverty level can America "fulfill the promise" of the Fair Labor Standards Act. "A just society can do no less," the declaration concluded.

Labor Studies Center Lists Schedule for May

The AFL-CIO Executive Council will hold its spring meeting May 4 and 5 at the George Meany Center for Labor Studies. It's the first time the council has met at the 47-acre, five-building campus.

Also on the May schedule at the center are three labor studies institutes open to officers and staff members of all AFL-CIO unions, training programs of four AFL-CIO unions and an AFL-CIO community services planning session.

Health and Safety I—An institute on Noise in the Workplace. From 4 p.m., Sunday, May 1, to Wednesday, May 4.

Labor Law—Topics include law of internal union affairs, organizing and the law, bargaining and the law, the pension reform law, the laws of equal opportunity and labor law reform. From 4 p.m., Sunday, May 1, to Friday, May 6.

Government Employees—A meeting of AFGE district coordinators on women's affairs. From 4 p.m., Sunday, May 8, to Friday, May 13.

Communications Workers—A three-week training program for new staff members. From 4 p.m., Sunday, May 8, to Friday, May 27.

Painters—A seminar for general representatives on organizing, jurisdictional matters, pension funds, apprenticeships and OSHA. From Monday, May 16, to Saturday, May 21.

Community Services—A planning session for directors of community services in labor organizations. From Wednesday, May 18, to Saturday, May 21.

Washington Workshop—An institute on federal grants and funds available to trade unions. From Tuesday, May 24, to Thursday, May 26.

Government Employees—A leadership seminar for AFGE local union officers, negotiating committeemen and stewards. From 4 p.m., Sunday, May 22, to Friday, May 27.

Railroads—A training session for general chairmen of the United Transportation Union. From Monday, May 30, to Friday, June 10.

One off-campus institute is scheduled for May, a training session for Building Trades business agents, May 16 to May 20, at the University of California, Berkeley.

Further information about these or other labor studies center programs may be obtained from Fred K. Hoehler, Jr., executive director, George Meany Center for Labor Studies, 10000 New Hampshire Avenue, Silver Spring, Md. 20903, Phone 301/431-6400.

Jobs for 200,000:

Youth Training Plan Gets Strong Support

A Carter Administration bill to provide jobs and training for more than 200,000 persons aged 16 to 21 was warmly endorsed by the AFL-CIO at House hearings.

Persistently high youth unemployment poses grave social and economic hazards, Associate Legislative Director Kenneth Young and Legislative Rep. Robert McGlotten testified. They urged quick approval of the youth jobs program President Carter proposed last month.

Young and McGlotten told a House Labor subcommittee that the AFL-CIO would have liked a more ambitious program and still very much wants to see an overall commitment to a full employment economy, with a youth program as one component. But the Administration program represents a major "step forward," the AFL-CIO witnesses stressed.

The program, which Labor Sec. Ray Marshall said calls for spending $1.5 billion over the next 18 months, is in three parts:

- A National Young Adult Conservation Corps, with 35,000 jobs maintaining and improving public parks, forests and recreation areas.

It would be administered by the Labor Dept. and is based on the continuing Youth Conservation Corps that the Agriculture and Interior Depts. operate as a summer program. Preference would be given to applicants from areas with unemployment rates of 6.5 percent or higher.

- Youth Community Conservation and Improvement Projects, to employ 30,000 young people in local projects to improve neighborhoods or public land. The specific projects would be developed by community organizations as well as state and local agencies.
- Comprehensive Youth Employment and Training Programs to help 138,000 young people from low-income families get the training and basic job experience needed to develop marketable skills.

The AFL-CIO proposed some improvements in the Administration bill. It cautioned against youths dropping out of school and said the job programs should be coordinated with academic programs wherever possible.

Young and McGlotten urged that unemployed craftsmen and teachers be used as supervisors whenever possible. And while approving preference for youngsters from low-income families, they asked that the eligibility income be raised from the proposed $6,711 ceiling up to the low-level family budget, currently about $10,000.

Already in the bill, they noted approvingly, is language to assure that currently employed workers won't be replaced by participants in the youth programs or otherwise adversely affected, and that there will be consultation with unions representing workers in similar jobs.

They expressed "the AFL-CIO's hope that once Congress has enacted this measure for youth, this committee will proceed to develop a manpower policy that will address itself to the structural and cyclical unemployment problems that persist in haunting too many Americans of all ages."

IAM Ties Job Losses To Curb on Arms Sales

Tens of thousands of aerospace jobs will be lost if the United States embarks on a unilateral policy of barring arms sales to foreign markets, the Machinists warned.

William W. Winpisinger, the IAM's president-elect stressed that international agreement is essential in order to cut off arms deliveries to other countries.

"Unilateral reductions in U.S. aerospace and arms sales will not reduce the level of such sales," he told a Senate Foreign Relations subcommittee. "They will only reduce our competitive position in markets for high technology products."

Winpisinger said the only effect of allowing arms-selling countries such as France and Soviet Russia to take over markets the United States abandons would be increased unemployment in this country.

He termed it "ironic that the same people who would cut employment in aerospace by prohibiting exports" in an industry where the United States is in a strong competitive position "demand free trade when it comes to imports that cause unemployment in the shoe, television, radio, textile, steel and other industries."

While other countries subsidize exports and hold down imports, he noted, "our government's policies seem to be exactly the opposite."

Winpisinger said the IAM has been and will continue to be "highly critical" of aerospace industry sales policies in some areas. But the union agrees with management "in opposing indiscriminate restrictions on sales of military aircraft by either congressional or presidential action."

Arms reduction requires "an ironclad and effectively policed agreement with nations that compete with us in the production and marketing of such armaments," Winpisinger contended.

Without such an agreement, unilateral limiting of American sales "would not only give competing nations a tremendous advantage in military sales, but would seriously cripple our ability to compete in sales of civilian air transport."

Dual Boost Slated For Steelworkers

Pittsburgh—Some 400,000 members of the Steelworkers employed by the nation's major steel companies become entitled to a double boost in their earnings on May 1, USWA President I. W. Abel announced.

Besides a 13-cent hourly cost-of-living adjustment, union members will collect a 20-cent-an-hour general increase under the union's new settlement with the industry. An increment adjustment of four-tenths of 1 cent an hour also will be applied to the wage structure.

The COL adjustment under the expiring agreement brings the total of such increases to $1.19 an hour over the life of the pact. Like the earlier COL adjustments, the new 13-cent boost will be rolled into the standard hourly wage rate.

Other Measures Needed:

Carter's Hospital Care Plan Seen Treatment, Not Cure

(Continued from Page 1)

sage to Congress calls for holding increases in payments to hospitals by health insurance groups and the government to about 9 percent a year beginning Oct. 1.

Hospital payments have been rising more than 15 percent annually, Meany pointed out in citing the adverse impact on health care plans.

Because of the "unacceptable extravagance in the hospital industry," Meany stressed, union-negotiated health plans are under extreme pressure to reduce benefits.

"Waste, unnecessary hospitalization and surgery, duplication of expensive hospital services and outlandish salaries and fees—such as those paid to radiologists and pathologists—must be brought under control," he declared.

The Administration's proposal addresses itself to some of these problem areas. Carter noted in his message that since 1950, the cost of one day's stay in the hospital increased more than 1,000 percent, or more than eight times the rise in the consumer price index.

Meany said the AFL-CIO endorses the Administration's plan to limit capital expenditures for new hospitals and its proposed efforts to encourage the expansion of Health Maintenance Organizations.

He noted that the President acknowledged that hospital workers have not been responsible for hospital cost inflation in his proposal to allow hospitals adjustments in the containment formula for wage increases to non-supervisory employees.

But Meany warned that if states are allowed to maintain their own hospital cost containment plans, as the message proposed, they should be required to meet all criteria of the federal program — including provisions covering wage increases for the hospital workers.

Concern about the state programs was also expressed by President George Hardy of the Service Employees and President Leon Davis of the Hospital & Health Care Employees, a division of the Retail, Wholesale & Dept. Store Union.

Exempted state plans would be a threat to collective bargaining rights of hospital workers, said Hardy and Davis, whose unions represent more than 350,000 health care workers.

Davis and Hardy also noted that the Carter proposal fails to require financial disclosure by the hospitals to reveal mismanagement and waste.

"Hospitals get over half their funds from the federal government, but no one in Washington is watching how these funds are spent," they said. "Without full disclosure of hospital finances, attempts to control costs are doomed."

Meany said that taxpayers have a right to know how the government funds are used, stressing that labor will urge Congress to include adequate financial disclosure provisions in the legislation.

An accompanying legislative measure—the Child Health Assessment Program (CHAP)—that Carter outlined in his message, has the strong support of the AFL-CIO, Meany said.

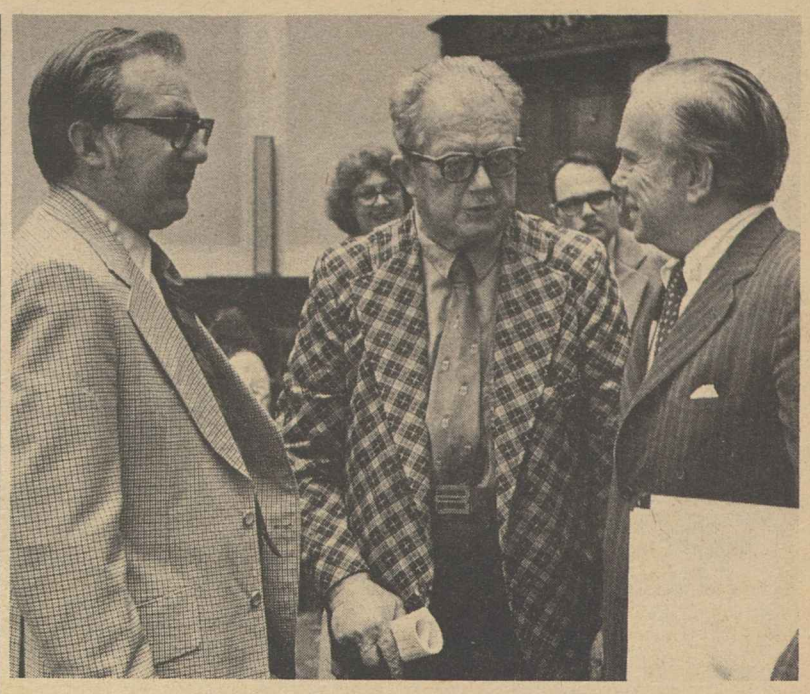
The CHAP legislation calls for $180 million in new expenditures to extend benefits and expand the availability of health services for children of low-income parents.

Meany said labor also welcomes the President's "renewed commitment" toward a national health insurance program.

"We believe that the Health Security bill presently pending in Congress is such a program and can truly contain health care costs and provide comprehensive health care services to all Americans," he added.

The National Council of Senior Citizens termed the Carter proposal as "a good beginning" to control some health care costs for the elderly.

NCSC President Nelson H. Cruikshank said that while the measure includes many provisions the council has long supported, it falls short of needed remedies. The NCSC remains committed to a comprehensive national health insurance program, he said.



EXTENSION OF the Council on Wage & Price Stability was opposed by the AFL-CIO at House hearings. Research Director Rudy Oswald, left, and Legislative Director Andrew J. Biemiller tell Rep. William S. Moorhead (D-Pa.) that the agency's main activity has been to help employers oppose wage increases and raise economic objections to job safety and health standards.

Labor Urges Abolition Of Wage-Price Council

(Continued from Page 1)

council might be continued an additional year to give the Carter Administration a chance to upgrade its performance.

Oswald retorted that the council is still headed by a Ford Administration holdover and the Carter Administration's failure to change its orientation "speaks for itself."

Any useful functions of the council, such as monitoring potential supply bottlenecks, can be done by other agencies, Oswald said.

Biemiller said the foundation of an anti-inflation program must be full employment policies that would lift the economy to more efficient levels of production.

He attacked the wage-price council for "persistent undercutting of occupational safety and health standards" by using cost factors to give an excuse for evading the law's requirement of a safe and healthy workplace.

Thus, the council proposed that coke oven health hazards be dealt with "solely through the use of personal protective equipment, such as masks and ear plugs," rather than through operation changes that would increase the cost to the employer.

For the same employer cost factor, Biemiller noted, the council challenged a recommendation of the National Institute on Occupational Safety & Health for limiting exposure to cancer-threatening sulfur dioxide.

"This second-guessing of safety-health experts must be stopped," Biemiller insisted.

The AFL-CIO testimony also sharply attacked the council's pro-management analysis of steel industry wages—issued on the eve of the recent steel contract negotiations and relying heavily on management-furnished data. The union challenged the report's accuracy at the time and accused the council of unwarranted interference with collective bargaining.

Similarly, Biemiller noted, the council's report on last year's auto settlements was attacked by the UAW as riddled with errors that overstate the increase in labor costs.

"We cannot avoid the conclusion that the council is a willing tool in efforts to hold down union-negotiated wage increases," the AFL-CIO said. "Its intrusion and interference in our system of free collective bargaining is intolerable."

Biemiller noted President Carter's strong statements against wage and price controls. He said the AFL-CIO opposes not only direct controls but such "backdoor" methods as "jawboning or guidelines or guideposts or pre-notification requirements."

Experience under the Nixon Administration period of controls demonstrated that it was easy to control wages but almost impossible to effectively control prices, Biemiller testified. "Every employer became the enforcer of the wage control mechanism, but consumers could not enforce price controls—and government did not have the mechanism for such control."

Even if it were neutral, Biemiller suggested, the wage-price council is powerless to influence the real sources of inflation. But its anti-union, pro-business bias is "an outrageous perversion" of its supposed function.

Public Works Jobs Bill Cleared for Final Action

(Continued from Page 1)

complete action on the economic stimulus appropriations bill that has been held up in the Senate pending final action on the public works bill.

It contains the full $4 billion authorized for the accelerated public works program and also additional funds for other job-creating programs including an expansion of public service jobs and anti-recession grants to cities and states.

The House has already approved the funding bill, final congressional action couldn't be taken until Congress had authorized the public works program.

In another legislative area, a strip mining bill similar to measures twice vetoed by President Ford was being debated in the House as the AFL-CIO News went to press.

The labor-endorsed bill would set federal standards requiring surface mine operators to minimize environmental damage and to restore the land to its approximate original condition after it has been mined.

The legislation would give principal enforcement authority to the states, but empowers the Interior Dept. to take over enforcement in any state that does not have an adequate program.

President Carter has urged approval of strip mining legislation but coal operators have opposed it.

In other developments:

- The Senate neared final passage of a tax bill that includes additional tax credits for employers—an "incentive" that both the AFL-CIO and the Administration said was unnecessary. **(Rollcall, Page 2.)**

Senate Republicans tried to write a permanent tax cut into the bill—a move that would have reduced revenue needed for job-creating programs—but it was voted down, 59-39. The vote closely followed party lines.

- Legislation to encourage the use of solar energy in federal buildings is being considered by a House Public Works subcommittee, and the AFL-CIO urged its enactment.

Legislative Director Andrew J. Biemiller wrote Subcommittee Chairman Norman Y. Mineta (D-Calif.) that "solar installations are a nonpolluting, inexhaustible source of energy which will generate many jobs for Americans."

- The Senate Budget Committee voted to leave room for more economic stimulus than the Carter Administration now advocates in setting preliminary figures for the fiscal year starting next October.

It voted 10-3 to retain budget targets that were originally drawn up to reflect the $50-a-person income tax rebates that the President originally sought.

Budget Committee Chairman Edmund S. Muskie (D-Maine) said he still believes that "the economy needs stimulus" and retaining the earlier figures would leave leeway for possible action later.

- The full House struggled with the budget targets proposed by its Budget Committee in a session that ran an hour past midnight—and finally gave up.

First, it voted a series of major amendments to the committee budget resolution, restoring a multibillion dollar cut in the Administration's defense spending proposals and adding to the budget for farm price supports, law enforcement grants and pensions for World War I veterans.

It also deleted funds to pay for congressional pay raises, although the raises remain in effect.

Finally, it voted 320-84 to send the resolution back to the Budget Committee for a new try at putting together a spending and revenue target that a majority of the House would accept.

Union Woman Named To N.Y. Labor Post

Albany, N.Y. — Linda Tarr-Whalen, a former area director for the State, County & Municipal Employees, has been appointed administrative director of the New York State Dept. of Labor.

Tarr-Whalen, who had held a number of positions with AFSCME, also helped found the Coalition of Labor Union Women.

Tobacco Union Gains Stronger Job Security

The Tobacco Workers reached agreement with the Brown & Williamson Tobacco Corp. on the question of job security at three locations and approved new contracts that will cushion the impact of layoffs as well as provide substantial economic benefits.

The pacts cover TWIU members of Local 178 in Winston-Salem, N.C., Local 185 in Louisville, Ky., and Local 187 in Petersburg, Va. They provide for supplemental unemployment benefits, cash settlements for voluntary resignations, and relocations in certain instances where workers are faced with layoff.

The job-security issue assumed importance when prior to the opening of negotiations, the company announced plans to lay off 300 workers at each of the Louisville and Petersburg locations in April. The scheduled layoffs followed others that had occurred during the past two years.

The new three-year agreement provides for SUB payments which, along with state and federal unemployment benefits, will give a worker 75 percent of his normal weekly pay for 52 weeks. For laid-off workers who voluntarily surrender their rights to recall, lump-sum settlements are provided.

In the case of the pending layoffs, the company agreed to relocate 30 employees from Louisville and 30 employees from Petersburg to its Macon, Ga., factory, paying all expenses. It also agreed to work a maximum of 10 four-day weeks per year to share the work in the 18 months notice prior to any plant event of future layoffs and to give closing.

Workers will receive general wage increases totaling 95 cents an hour over the life of the agreement, an uncapped cost-of-living allowance, an additional holiday, and improved retirement, insurance, and hospitalization benefits.

Rubber Workers Name Clem as Research Chief

Akron, Ohio—C. Stephen Clem, Jr., has been named research director of the Rubber Workers to succeed Ron G. Fisher, who resigned from the post Mar. 19.

Clem, 34, joined the URW staff in December 1969 as assistant research director.

Economic Outlook:

Slower Growth Seen In Revised Forecast

Despite President Carter's optimism about the state of the nation's economy when he jettisoned his $50 per capita tax rebate plan, the Administration now foresees a slower growth rate this year than it estimated only a little more than two months ago.

At the same time, revised budget estimates published by the Office of Management & Budget project sharply higher inflation and a slower reduction in the level of joblessness than was forecast by the President last February.

The revised estimates, sent to Congress on Apr. 22 by OMB Director Bert Lance, see a 4.9 percent gain this year in real gross national product instead of the 5.4 percent hike projected in February. Real GNP is the nation's total output of goods and services adjusted for inflation.

In a memorandum for the press that accompanied the new OMB estimates, Lance insisted that "the economic recovery is proceeding along the general lines expected in February—even without some of the economic stimulus measures originally proposed and despite the shortfall in federal spending during 1977."

However, AFL-CIO President George Meany a week earlier challenged such optimism about the nation's economic health, warning the Administration of a continuing need to reduce "mass unemployment" while formulating an anti-inflation policy.

And the director of the Congressional Budget Office, Alice Rivlin, urged Congress to keep the President's $50 tax rebate plan on a standby basis in case the economy takes a new turn for the worse. Mrs. Rivlin told the Senate Budget Committee that the recent upturn in the economy "may be temporary . . . and doesn't justify increased optimism about the level of activity in the second half of the year."

Current OMB estimates now project an average unemployment rate this year of 7.2 percent, compared with the 7.1 percent forecast in February. In 1978, the rate is now expected to fall to 6.4 percent, compared with a February forecast of 6.3 percent.

Inflation, meanwhile, is expected to rise sharply from the 5.3 percent forecast in February to 6.7 percent this year, measured by the consumer price index. In 1978, OMB predicts the rate will drop to 5.6 percent compared with the 5.2 percent forecast earlier this year.

In his memo to the press, Lance conceded that these are "significant revisions" of the Administration's budget message sent to Congress in February. The deficit for the 1977 fiscal year that ends on Sept. 30, is now estimated at $48.7 billion, for instance, $19.3 billion less than the February estimate.

"The Administration's withdrawal of the proposed $50 rebates and business tax incentives accounts for a $12.2 billion decrease in the deficit," the Lance memo explains. "In addition, actual spending trends in the current fiscal year and other developments in recent months suggest that outlays for other programs will be nearly $6.1 billion less than estimated in February."

A Nugget From Charles Schultze

The go-slow approach to the economy taken by the Carter Administration was epitomized recently by the President's chief economic adviser, Charles Schultze.

Giving Carter advice on the economy during the recent NBC television program, "A Day with President Carter," Schultze said "if the budget deficit remains large while the private economy is recovering . . . you push unemployment too low too fast."

That's what he actually said.

5.9 Percent COL Rise Set for Social Security

Social security benefits for some 33.4 million retired Americans will rise automatically by 5.9 percent beginning with the checks they receive July 1, the Health, Education & Welfare Dept. announced.

An additional 4.3 million needy, blind and disabled persons receiving supplemental security income (SSI) benefits also will get a similar increase in their checks at the same time, HEW said.

The increases mean that maximum benefits for a woman retiring this year at age 65 would be $447.40, compared to $442.40 under the old schedule. For a man in the same circumstance, the increase would be from $412.70 to $437.10.

Women receive more because of a quirk in the law which will end next year. Beginning in January 1978, men and women will get the same benefits.

The increases are tied to rises in the federal consumer price index. Under the law, social security and SSI benefits increase automatically each year if the CPI rises by 3 percent or more over specified measuring periods. The mechanism is designed to shore up purchasing power in the face of rising prices.

The CPI rose by 5.9 percent from the first quarter of 1976 through the first quarter of this year, the measuring period for the 1977 benefit increase. The increase requires an automatic 5.9 percent boost in payments. Previous COL increases in social security and SSI benefits were 8 percent in 1975 and 6.4 percent in 1976.

HEW estimated the latest increases will total $5.5 billion for the fiscal year beginning on Oct. 1.

Correspondence about address corrections should be sent with attached mailing label to: AFL-CIO Subscriptions, Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

4-30-77

COLLECTIVE BARGAINING LAW for the federal civil service was urged at House hearings by this trade union panel. From left: President Kenneth T. Blaylock of the Government Employees, President William H. McClennan of the AFL-CIO Public Employee Dept., President Paul J. Burnsky of the AFL-CIO Metal Trades Dept., and AFL-CIO Legislative Rep. Kenneth A. Meiklejohn.

Federal Employee Unions Press For Collective Bargaining Law

The AFL-CIO and its government worker affiliates testified in strong suport of a House bill creating by law a system of collective bargaining in the federal service.

Fifteen years of experience under constantly changing presidential Executive Orders have pointed up the need for a strengthened system based on law, AFL-CIO Legislative Rep. Kenneth A. Meiklejohn told a House Civil Service subcommittee.

Others on the panel of union witnesses were President Kenneth T. Blaylock of the Government Employees (AFGE), President Paul Burnsky of the Metal Trades Dept., and President William H. McClennan of the Public Employee Dept.

All endorsed the bill (H.R. 13) introduced by Subcommittee Chairman William Clay (D-Mo.).

It would set up a Federal Labor Relations Authority, whose three full-time members would be appointed by the President subject to Senate confirmation.

The FLRA and the subordinate bodies it would set up would be empowered to make recommendations to resolve impasses, decide on a case-by-case basis whether an agency is justified if it asserts "management rights" as an excuse for refusal to bargain on an issue, and resolve unfair labor practice charges.

The legislation would grant both dues checkoff and an agency shop to a union that was chosen by a majority of workers voting in a representation election in an appropriate unit.

Enactment of an agency shop provision "would bring the federal government into the labor relations mainstream where it belongs," Meiklejohn said.

He noted that in government, as in private industry, a union is required to repesent all the workers in a bargaining unit, not just its own members. The Clay bill would require that workers who choose not to join the union that represents them pay a representation fee to the union.

In testimony by other panel participants:

- McClennan, who is president of the Fire Fighters as well as the Public Employee Dept., said the great weakness of the present system of labor-management relations in the federal service is that "from its inception, the system has been administered by high-ranking management officials."

Further, the long list of exclusions of subjects from collective bargaining results in problems festering instead of being resolved. "Anything which affects the employee in relation to his or her job should be negotiable," McClennan said. "Bargaining should be as wide as the need."

- Burnsky, whose department through its Metal Trades Councils actually negotiates contracts covering workers at naval shipyards and some other blue-collar installations, said some of the changes in regulations made during the Nixon Administration had set back collective bargaining and taken off the negotiating table issues that previously had been included in contract settlements.

He contended that a strong collective bargaining law, not subject to change at presidential whim, is needed to achieve "fairness and equity" in the federal civil service.

- Blaylock, head of the union that represents the largest number of federal employees at the bargaining table, said the big weakness of the present procedure is that management in almost all cases makes the final decision in the event of a dispute.

The role of management is so strong, he testified, that "when the AFGE hears the phrase 'here come the judge,' we look up and expect to see the director of the Office of Management & Budget or the chairman of the Civil Service Commission."

Clay, the bill's sponsor, agreed that the present structure "places management at an unfair advantage over employees." He noted the rapid growth of unionism in the federal sector, with 92 unions now representing 1.2 million workers in nearly 4,000 bargaining units.

The legislation would not apply to the postal service, which already has collective bargaining rights and is subject to the National Labor Relations Board procedures.

House Panel Votes Reform Of Hatch Act

(Continued from Page 1)

gory of "restricted positions."

These would be federal employees with authority to make decisions on such matters as government contracts, enforcement of laws, inspections or auditing and granting of benefits.

The committee also adopted an amendment that would for the first time bar presidential appointees confirmed by the Senate —a group that would include Cabinet members—from using their offices for political operations. The amendment was urged as a response to Watergate-era revelations.

All seven votes against the bill came from committee Republicans. Fifteen Democrats and one Republican, Benjamin A. Gilman of New York, supported it.

Unions say the "chilling effect" of the Hatch Act discourages federal employees from even the limited political rights allowed them.

Union Foes Map Drive To Block Law Reforms

An employer coalition that claims credit for defeating the construction site picketing bill is staying in business. Its next target is labor law reform, the AFL-CIO's key legislative goal, and it has amassed a big war chest to finance its efforts.

The group called itself the National Action Committee to Fight Legalization of Secondary Boycotts during the site picketing campaign. Now it's simply the National Action Committee.

At a recent Washington meeting attended by more than 200 corporation and trade association officials, pledges totaling more than $2 million were made.

Plans discussed ranged from mass mailings to members of Congress to flying in influential constituents to talk to their congressmen and senators. A newspaper advertising blitz attacking unions is being planned, and the group already has its sights on a major political effort in the 1978 congressional campaign.

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Council Critical of Carter For Abandoning Job Drive

LABOR'S AGENDA is discussed by AFL-CIO President George Meany at the federation's Executive Council meeting. From left: Vice Presidents Albert Shanker, Sol Stetin and Murray H. Finley, and Sec.-Treas. Lane Kirkland. The session was held at the Meany Center for Labor Studies.

Meany Cites Talk But 'Little Action'

By Saul Miller

The AFL-CIO assessed President Carter's economic stimulus program and said that what's left of it "will not bring rapid economic growth and will not reduce the nation's unemployment problem."

The federation's Executive Council declared that "the Administration has virtually dismantled its economic stimulus program" with the official jobless rate unchanged from when the new Administration took office in January and introduced "its now abandoned program to put America back to work."

AFL-CIO President George Meany said he would reserve judgment on the record of the Carter Administration to date, but commented that "we're not very happy" and "very disappointed" with the President's position on minimum wage legislation, adding that it showed a lack of compassion of those living in poverty.

Meany said while it is "a little too early to judge" the Carter record, the President "has done a lot of talking about a number of things, but so far there has been very little action." There are disappointments with the Administration, he added, but there has been a "great big plus . . . that we got rid of Ford."

The council's action and Meany's comments came at a one-day spring meeting at the George Meany Center for Labor Studies in Silver Spring, Md. The council spelled out the federation's position on a number of domestic and international issues and handled a number of internal matters.

It adopted a policy statement concurring with the general objectives of the President's energy program but strongly opposing the taxing and pricing proposals, declaring they will have a "significant inflationary and recessionary impact."

Of the President's welfare statement, the council said it offers "little confidence" that the program will be able to wipe out poverty in America and declared that the task of meeting the needs of the poor and "relieving the fiscal burdens of state and local governments cannot be postponed for four years." The President had said he does not expect his program to be implemented until 1981.

The council rallied all affiliates to join in supporting reform of the Hatch Act to secure the political rights of federal and postal service employees and assailed the "big lie" techniques being used by opponents of the legislation.

In the international area the council asserted its strong opposition

(Continued on Page 3)

Strip Mining, Mine Safety Bills Advance

The House passed a labor-supported strip mining bill and committees of both the House and Senate approved mine safety legislation long sought by unions representing "hard-rock" miners.

The strip mining bill would require surface coal mine operators to restore the land they have torn up to meet environmental standards. It would also finance a program of reclamation for areas previously mined and abandoned.

Similar bills were twice vetoed by President Ford, but the Carter Administration backed it and the House voted 241-64 approval. A companion bill has been approved

(Continued on Page 7)

Cost Ceiling Criticized:

Welfare Goals Held Short of Real Needs

President Carter's welfare reform goals fall disappointingly short of the nation's needs in the AFL-CIO's judgment.

An Executive Council statement acknowledged "some worthwhile elements" in the President's outline of a welfare reform package being shaped by the Administration for submission to Congress in August.

But overall, the council felt "little confidence that the program eventually developed will be able to wipe out poverty in America."

Carter's first listed goal was that the initial cost of his welfare reform package must be no higher than the cost of the various assistance programs it is intended to replace.

"This concept is wrong and clearly cannot be called genuine welfare reform," the Executive Council statement asserted.

In the AFL-CIO's view, "the first and most fundamental goal is to relieve the distress of millions of poor and nearly poor." A close second, the council said, is to relieve the "unfair" burden of welfare costs on cities and states. (Text, Page 4.)

Carter's statement said the welfare program should be geared so that a family would have more income if it worked than if it didn't, and public jobs should make it possible for "every family with children and a member able to work" to have access to jobs.

He said a "decent income" should be provided those who can't work through a single cash payment "varying in amount only to accommodate differences in costs of living from one area to another."

Carter said the welfare cost burden on state and local governments "should be reduced as rapidly as federal resources permit." But even if Congress enacted his program early in 1978—the soonest possible date in the Administration's estimate—it would take another three years to put it into effect.

(Continued on Page 3)

Funds for Public Works, Job Programs Cleared

Congress sent the public works bill to the White House for President Carter's signature and followed through with a special appropriations bill to fund it and a package of other job-creating programs.

The money bill will finance nearly 1 million jobs, according to congressional committee estimates.

It carries the full $4 billion that Congress authorized to be spent for the accelerated public works program.

Originally, the Administration had wanted to spread the money over a longer period—$2 billion available for the balance of this fiscal year and an additional $2 billion for fiscal 1978.

Labor and congressional leaders protested the inadequacy and the White House subsequently accepted the congressional decision to make the full $4 billion immediately available to get more people to work sooner.

Also in the bill are more than $7 billion for an expansion of public service employment, $1.5 billion for youth job and training programs, $59.4 million for community ser-

(Continued on Page 8)

Hatch Act Reform Foes Scored on 'Big Lie' Blitz

The AFL-CIO asked Congress to reject "right-wing smear tactics" and revise the Hatch Act to restore political rights to federal and postal workers.

An Executive Council statement assailed the "big lie advertising blitz" launched against the bill, including full page newspaper advertisements portraying it as a power grab by "the labor bosses."

The council said government workers should have the same right as other Americans to participate in the nation's political life. The bill, H.R. 10, which is awaiting House action would give them that right. "It would also strengthen protections for federal workers against political pressures brought by their superiors," the Executive Council noted.

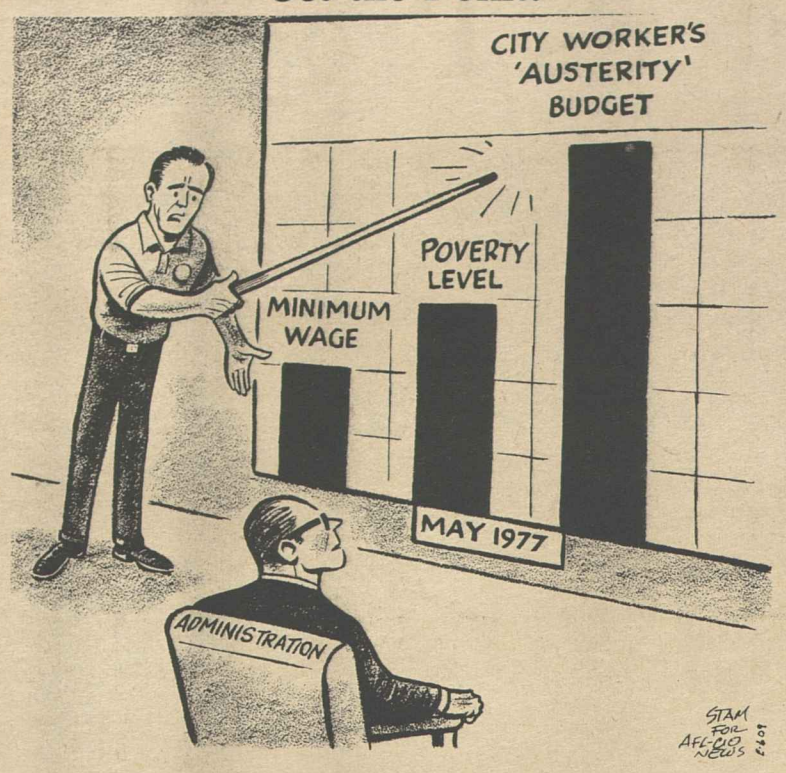
A similar bill passed the 94th Congress but was killed by President Ford's veto. Hatch Act revision has since been incorporated in the Democratic Party platform and endorsed by President Carter.

AFL-CIO regional and COPE directors and state central body officers have been asked by President George Meany to organize action programs in their areas to demonstarte support for the Hatch Act reform bill.

It includes plans for distribution of postcards for union members and their families to send to members of Congress. A similar program

(Continued on Page 3)

'Get the Point?'



Coors Boycott Pushed, NLRB Hits Company

The AFL-CIO reaffirmed its support of a nationwide consumer boycott of Coors beer and urged all Americans to join in the action.

"There can be no doubt that Coors has sought to strip its employees of their human rights and legal rights," the Executive Council said.

The council issued its statement as employees of the Adolph Coors Brewery in Golden, Colo., took their strike into its fifth week and the regional office of the National Labor Relations Board issued a complaint against the company.

Some 1,500 Coors workers, members of Directly Affiliated Local Union 366, struck the brewery on Apr. 5 after contract talks broke down and the company tried to insert regressive language into a new agreement. The NLRB's Denver office, meanwhile, issued a complaint charging management with an attempt to "discredit, undermine and subvert" the union and "dissipate its status as the bargaining representative of the employees."

In calling on the entire labor movement and the general public to boycott Coors beer, the Executive Council charged: "The demands of the company for the contractual right to force any worker to take a so-called lie detector test or to submit to a body search at the whim of a supervisor constitutes a gross violation of human dignity.

"If the local union acceded to this demand, Coors workers would lose the rights guaranteed by the Bill of Rights the moment they set foot on Coors property. In addition, Coors has demanded other regressive contract changes which would eliminate seniority in shift assignments, job bidding, layoffs and recall — thus denying Coors' workers the protection of seniority which is the most tangible measure of a worker's investment in his or her job.

"Coors also seeks to wipe out gains in shift differential and premium pay for weekends which were won by the local union many years ago."

The council urged the labor press and the Union Label & Service Trades Dept. to publicize the boycott.

An NLRB administrative law judge is scheduled to hold hearings on the charges against Coors on July 19 in Denver. The union brought the charges in February, and the government issued its complaint on Apr. 27.

Airport Noise Program Seen Spur to Jobs

Legislation aimed at reducing aircraft noise near airports will bring more than environmental improvements that will be a relief to thousands of Americans, the Executive Council said.

In urging Congress to give the measure prompt consideration, the council noted that additional economic benefits would be forthcoming.

It said that as airlines are encouraged to replace noisy aircraft, the switch would be to new fuel-efficient jets that could reduce fuel consumption as much as 25 to 30 percent.

The new purchases also would help revitalize the U.S. aerospace industry and help "create jobs here at home, rather than export employment abroad," it said.

Government projections indicate that for each $1 billion in new aircraft deliveries, 60,000 new jobs will be created.

The council said the bill provides a sensible approach to financing the aircraft noise abatement program without placing an added burden on taxpayers.

It noted that the government's Airport & Airway Trust Fund has a substantial surplus, "and it makes little sense to continue to build up the fund when the financial demands of solving the jet noise problems are so enormous."

Bill Backed to Curb Railroad Vandalism

The AFL-CIO Executive Council has endorsed legislation that would make it a federal crime to shoot or throw objects at railroad trains.

The safety and welfare of train crews and passengers are jeopardized in thousands of incidents each year as vandals fire bullets, throw rocks or drop heavy objects from bridges on the trains, the council noted.

Since no federal law currently deals with the problem and existing state laws are inadequate, the council called on Congress to enact legislation introduced in the House by Rep. William J. Hughes (D-N.J.). The council also urged that the bill be amended to include mandatory minimum penalties to make it more effective.

Carter Plan Draws Mixed Reaction:

Inflation, Recession Threat Cited in Energy Proposals

The Administration's national energy program, while containing "more pluses than minuses," has the potential for a "significant inflationary and recessionary impact" on the economy, the AFL-CIO Executive Council warned.

"We cannot agree with the energy pricing and taxing proposals which would in effect delegate to OPEC (the Organization of Petroleum Exporting Countries) the power to determine domestic energy prices," the council said at its spring meeting.

Those proposals would allow new oil to rise to the world price over a three-year period and impose an equalization tax on all domestic oil to bring the price up to the world level in three stages.

Estimates of the crude oil equivalent tax indicate that by 1980 oil products will rise at least $14 billion on a dollar for dollar pass-through basis without taking into account OPEC increases or inflation, the council observed.

"That is an average increase of over 11 cents per gallon on domestic crude oil. The gasoline tax will cost consumers about $1 billion for each penny tax. These are the taxes that the Administration would rebate," the council noted.

"It is difficult to estimate what the actual cost to the consumer of the natural gas pricing measures will be," the statement said. "There is no doubt that it will be substantial with preliminary estimates of several billion dollars. On this there will be no rebate to the American consumer."

The council pointed out there will also be no rebate on the secondary or "ripple" effect emanating from the primary price increase in crude oil and natural gas prices and, to a lesser extent, from the gasoline tax. In the past, it noted, the Library of Congress has estimated this ripple effect at 1.5 to 2 times the primary effect.

The higher energy prices will substantially diminish purchasing power, even allowing for rebates, the council warned.

"For this reason, the Administration conceded that the program will have an inflationary impact of one-quarter to one-half percent per year," the AFL-CIO observed. "Some economists estimate the inflationary impact at eight-tenths of 1 percent.

"We have long felt that the nation must reduce its dependence on foreign oil and its vulnerability to supply interruptions. This is a major objective of the Administration's plan. However, we do not believe that this can be achieved solely through economic measures.

"The sale and price of oil is politically controlled by foreign nations. To cope with this issue, oil imports and allocation should be taken out of private hands and placed in the hands of the federal government."

The council said the Administration, in effect, has fallen victim to the classical economic doctrine of the free market "without recognizing that there is no free market in energy prices."

Domestic energy prices would be subject to the whims of the OPEC cartel, the council charged.

Other areas of disagreement between the council and the Administration center on proposals to:

- Take the first steps towards deregulation of natural gas prices. Newly discovered natural gas would be priced at $1.75 per thousand cubic feet compared to the current $1.44 per million cubic feet. Old gas, which is now selling for as little as 20 to 25 cents per thousand cubic feet would be allowed to rise up to $1.42 per million cubic feet adjusted for inflation as contracts expire.

"While the Administration's proposal reserves the older gas for residential and small commercial users," the council said, "these consumers will be hit by rising prices as old contracts expire."

- Enact a standby gasoline tax that would go into effect if targets for gasoline consumption are not met. The council called this "an attempt to ration by price" and said the proposed tax of 5 to 50 cents per gallon "would have little effect on gasoline consumption, as European experience has proven. It is a sales tax whose burden would fall most heavily on people of low income."
- Allow an additional 10 percent investment tax credit on top of the existing investment tax credit for various conservation measures, approved energy-saving industrial equipment and the purchase of co-generating equipment.
- Cancel the Clinch River breeder reactor project.

The council agreed with the Administration's emphasis on tough conservation measures and proposals to develop alternative energy sources. However, it stressed that in dealing with the problems of gas-guzzling cars care must be taken not to encourage the importation of foreign-made autos at the expense of American jobs.

Among specific Administration proposals endorsed by the AFL-CIO are those requiring state public utility commissions to direct regulated utilities to offer residential customers a conservation service, including weatherization and insulation, financed by loans repaid through monthly bills; homeowner tax credits for making homes more energy-efficient; mandatory efficiency standards for new buildings; utility rate reform; establishment of a petroleum reserve of one billion barrels; mandatory minimum energy efficiency standards for major appliances; upgraded efficiency standards for automobiles and trucks, and an upgrading of the energy efficiency of federal buildings.

U.S. Urged to Keep Ban On Soviet Labor Visas

The State Dept. should continue its long-standing policy of denying visas to so-called Soviet trade union officials, the Executive Council said.

The council expressed strong resentment of the notion implicit in some recent newspaper stories and editorials "that Soviet 'trade union' officials are authentic representatives of workers" and therefore should be granted visas to address U.S. workers in that capacity.

In the USSR, the council pointed out, trade unions are controlled by the Communist Party and by government agencies, including the secret police.

"Officials of these state organs are in fact police agents and production bosses, serving as instruments for the denial of basic humans rights and trade union freedoms," the council declared.

To grant these so-called labor officials waivers in the name of "human rights" or the Helsinki Agreement, the council said, would be to compound fraud.

The Soviet news agency, Tass, called the State Dept.'s recent rejection of visas for three Soviet officials a violation of the 1975 Helsinki accord.

But the council said it would be a travesty of that agreement for the U.S. government to give recognition to the Soviet labor officials "as bona fide representatives of the working people, whom they systematically repress."

The council statement pointed out that prior to the Helsinki agreement and earlier cultural exchange agreements, the State Dept. made it clear that the policy of excluding Communist labor officials from eligibility for visas as trade union representatives would remain intact.

The council statement also reaffirmed a resolution adopted at the AFL-CIO's founding convention in 1955, which said:

"The AFL-CIO rejects, as a matter of principle, the idea of free labor sending delegations to any country which prohibits free trade unions, outlaws all free trade union activities, and penalizes workers for advocating free trade unionism—whether such country be communist or fascist or any other totalitarian hue."

The council said it further opposes any waiver or change in federal law that would allow entry to Communist officials by giving them the same recognition as union officials from free countries.

"Such action can only serve to obscure and undermine our position on the basic issue that underlies the struggle for the advancement of human rights in the world of labor everywhere," the statement said.

"That issue is the vital distinction between free and democratic trade unions on one side, and the spurious controlled labor fronts of totalitarian regime on the other."

Indian Labor Hailed For Freedom Role

The AFL-CIO Executive Council, congratulating Indian workers and their unions for playing a leading role in restoring their nation's freedom, pledged its support as they begin the task of "growth and consolidation in freedom."

"The return of India to the fold of democratic nations may signal the reversal of a trend toward totalitarian rule that has grown for decades on a worldwide scale," the council declared.

Democratic rule returned to the Asian subcontinent with the defeat of Prime Minister Indira Gandhi in the March elections. Mrs. Gandhi had ruled the country with an iron fist since taking over after imposition of emergency rule in June 1975.

Council Critical of Carter's Program

Stresses Persistence Of High Joblessness

(Continued from Page 1)

to "any waiver or change in the law which would admit the agents of Communist oppression posing as trade union officials or which would in effect extend official recognition to them as equivalent to the representatives of free and democratic trade unions."

It urged the President to join with the other nations at the economic summit in a common attack on unemployment as the primary objective of international policy and welcomed India back into the fold of democratic nations and congratulated the Indian unions that led the fight.

The council also supported legislation to provide protection for railroad workers against vandalism and to reduce excessive noise at airports by replacing old and noisy aircraft. It reaffirmed its call for a boycott of Coors beer and hailed Roy Wilkins on his coming retirement for his leadership in the fight for racial justice as head of the NAACP and the Leadership Conference on Civil Rights.

J. C. Turner, president of the Operating Engineers, was elected to a seat on the council to replace Hunter Wharton who resigned. Wharton is president-emeritus of the Operating Engineers.

The council voted approval of an application from the Council of Professional Employees to become a constitutional department of the AFL-CIO similar to the other trade and industrial departments. A charter will be issued after a departmental constitution is drawn and approved.

On the state of the national economy the council found "little comfort" in the Administration's economic forecasts and said the country is "wastefully under-utilizing both its workforce and industrial capacity."

"The AFL-CIO is very deeply concerned about inflation," the council stressed, pointing out that a realistic anti-inflation program must be based on full employment. It noted that a major cause of joblessness and idle capacity is the nation's import policy "which has left the door open to job destruction and injury from imports in an increasing number of industries and communities."

The council reaffirmed its earlier call for abolition of the Council on Wage & Price Stability and commended Carter's rejection of wage and price controls. It endorsed "voluntary, non-official labor-management cooperation with the President" and said that the labor members of the group will stress the need for job creation as essential to solving the nation's economic ills.

At his press conference Meany told reporters in reply to queries that:

- Labor Secretary Ray Marshall is doing "the best job that he can under the circumstances."
- Bert Lance, head of the Office of Management & Budget, was "talking through his hat" when he told the U.S. Chamber of Commerce about a lack of business confidence in the Administration. Meany said "I think that business looks upon Carter as a very, very conservative President."
- The Coalition for a Fair Minimum Wage has appealed to Carter to reconsider his proposal for a $2.50 minimum wage and has set up a meeting with the President for May 16 to discuss it further. He stressed that a minimum wage bill was labor's immediate top priority.
- The Carter proposal for a stand-by gasoline tax is unfair and not equitable because it would impose a burden on millions of people who use their cars to go to work.
- The AFL-CIO has not changed its position on the problems involved with the International Labor Organization. Some progress has been made but the major decision will come after the June conference.

In other actions the council voted contributions to the Histadrut Afro-Asian Institute, A. Philip Randolph Institute, Atlantic Council, Labor Council for Latin American Advancement, Coalition of Labor Union Women, and administrative funds for the Asian-American Free Labor Institute.

A budget recommended by the board of trustees of the Labor Studies Center for the year starting July 1, 1977, of $1,884,603 was approved. This represents an increase of $292,628 over the previous year reflecting full operations with the completion of the center's second dormitory.

EXECUTIVE COUNCIL met for the first time at the George Meany Center for Labor Studies in Silver Spring, Md., the 47-acre campus used in a year-round schedule of union education programs and institutes.

Welfare Plan Called Short Of Real Need

(Continued from Page 1)

Questions asked of Cabinet members during a briefing session following Carter's statement indicated that important elements of the program still have not been put together.

The AFL-CIO Executive Council statement agreed with the need "to assure jobs to those able to work," but noted that Carter did not indicate the wage level for such jobs.

The council stressed that "poor people placed in jobs under a welfare reform program must receive either the minimum or prevailing wage, whichever is higher, in order to preserve the hard-won job standards of non-welfare workers."

Also, the council noted, many poor people with children or other family members to care for should not be required to work. Others need training and income support until they can become self-sufficient. "All deserve the help they need to get out of poverty."

The AFL-CIO expressed disappointment that the President did not propose to remedy the failure of present programs to help poor single persons or couples without children, unless they are elderly or disabled. This was termed "a glaring defect."

While acknowledging the complexities of putting into effect a new welfare program, the council said the Adiminstration timetable is too long. "Meeting the needs of the poor and relieving the fiscal burdens of state and local governments canot be postponed for four years."

It reaffirmed the AFL-CIO's earlier call for quick action "to end an intolerable situation."

Eradicating Joblessness Urged as Summit Goal

The eradication of needless unemployment should receive the immediate attention of the economic summit conference in London, the AFL-CIO Executive Council urged.

The council called on President Carter and the heads of the six other participating democratic nations to launch a common attack on joblessness, stressing that "the waste and tragedy of unemployment must not be allowed to continue."

Countries taking part in the conference, in addition to the United States, are Britain, West Germany, France, Italy, Canada and Japan.

National action is essential for job creation and improved living standards, the council said in calling on the national leaders to base their domestic and foreign trade policies on equity, not exploitation.

"Coordination between countries should assure that no country can take advantage of another's workers, markets or natural resources and that all must recognize the need to help in the eradicating of unemployment and poverty," the council declared.

While high unemployment and slow economic growth in developed countries will further restrict growth of developing countries and widen the gap between nations, the council said, full employment would benefit all.

"No one gains if one country tries to shift its unemployment burden to another through currency devaluation, dumping of products upon another's markets, export subsidies, repressive national economic policies, or other predatory practices," it said.

"Nothing is to be gained through global attempts to fight inflation through unemployment and wage suppression. International trade and investment must be geared to promoting growth, employment, internal markets and improving living standards."

The council also urged that upcoming Multilateral Trade Negotiations stress the principle of eradicating unemployment and poverty, not shifting them from one country to another.

J. C. Turner Elected To Executive Council

J. C. Turner, president of the Operating Engineers, was elected to the AFL-CIO Executive Council at the council's spring meeting. Turner, 60, fills the vacancy created by the resignation of Federation Vice President Hunter P. Wharton, who is president-emeritus of the IUOE.

Turner had succeeded Wharton as president of the union on Jan. 1, 1976, and was elected to a full four-year term at the IUOE convention last year.

A native of Beaumont, Tex., Turner has been active in the union since joining IUOE Local 77 of Washington, D.C., in 1934. He was business manager of the local for a number of years, and served as president of the Greater Washington Central Labor Council, president of the Washington Building & Construction Trades Council and president of the Maryland-D.C. AFL-CIO.

Turner was elected a vice president of the IUOE in 1956 and secretary-treasurer in 1972. The union's executive board chose him to head the IUOE when Wharton announced his resignation in 1975.

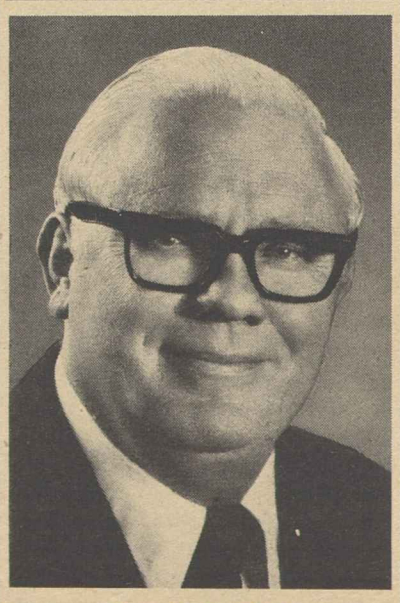
Turner holds a bachelor's degree from Catholic University of America and has done graduate work in economics there and at American University. He is on the board of trustees of Catholic University.

He also has been active in civic and political affairs, including service as a member of the District of Columbia city council and as a Democratic national committeeman.

Wharton, 76, has been a vice president of the AFL-CIO since 1965. He became a member of the IUOE in 1926 after he was graduated from Carnegie Institute of Technology. He had served as business manager of IUOE Local 66 in Pittsburgh before he was appointed assistant to the president of the union in 1950.

Wharton was elected an IUOE vice president in 1957 and was named secretary-treasurer the following year. He became president of the union in 1962.

Wharton had been chairman of the AFL-CIO standing committee on education and served on the international affairs, civil rights and occupational safety and health committees.



J. C. TURNER

Hatch Act Reform Foes Scored on 'Big Lie' Blitz

(Continued from Page 1)

has been undertaken in the drive for improved minimum wage legislation.

The council statement included a detailed refutation of the "big lies" being used to attack the reform bill. It included these major points:

- The Hatch Act reform bill would not weaken the merit system and in fact would provide more effective safeguards against "a recurrence of the political abuses of the civil service system uncovered during the Nixon Administration."
- The bill approved by the House committee would continue to ban political activity by employees of sensitive agencies and persons with final decision authority over government contracts or inspections.
- As for "power grab" allegations, "unions representing federal and postal service employees would receive no added political rights and would still be covered under the restrictions on union political activities contained in the Campaign Reform Act."
- A poll by a group allied with the National Right to Work Committee purporting to show that government workers don't want Hatch Act reform is invalidated by "misleading questions, code words and deliberate misrepresentation." An American University survey came to an opposite conclusion "by more than a 2-1 margin."
- Hatch Act reform is in the democratic tradition and most of the world's democracies have similar provisions.

The council statement charged that the principal groups fighting revision of the Hatch Act have also fought the Voting Rights Act and legislation benefiting workers.

Welfare Reform

AT THE LAST MEETING of the AFL-CIO Executive Council, we urged President Carter and the Congress to reaffirm the commitment of Presidents Kennedy and Johnson to the eradication of poverty and for early action for genuine welfare reform to achieve this goal. President Carter's statement on welfare reform recognizes the complexity of the problem and contains some worthwhile elements. But the statement revealed few details of his plans, and what it says and leaves unsaid gives us little confidence that the program eventually developed will be able to wipe out poverty in America.

The statement sets forth a series of goals which will be sought in the Administration's specific proposal which it hopes to have completed by the first week in August.

We believe the first and foremost fundamental goal is to relieve the distress of millions of poor and nearly poor. The second and equally important goal must be to relieve the plight of the hard-pressed cities and states that now bear an unfair share of the financial burden of welfare.

But the President has set as his first goal that there be "no higher initial cost than the present system." To us this concept is wrong and clearly cannot be called genuine welfare reform.

Some of the poor, because of family members in their care or other legitimate reasons, cannot be required to work. Other poor people need jobs or training necessary to qualify for employment as well as income support until they start work. Others work full-time but still need assistance to meet human needs. All deserve the help they need to get out of poverty. Welfare reform must assure specific and effective measures and programs to meet the needs of all the poor, whatever the reason for their poverty.

While the message appropriately emphasizes the need to assure jobs to those able to work, it does not specify the wages that will be paid on these jobs. The AFL-CIO insists that poor people placed in jobs under a welfare reform program must receive either the minimum or prevailing wage, whichever is higher, in order to preserve the hard-won job standards of non-welfare workers.

Current welfare programs help very few poor single people or couples without children unless they are elderly or disabled. The President does not propose to correct this glaring defect. These groups would be excluded from eligibility for the contemplated jobs program and, apparently, would continue to be denied welfare payments no matter how great their need.

We are also concerned that the President does not expect his program to be implemented until 1981. While some lead-time in a major reorganization of welfare programs is to be expected, meeting the needs of the poor and relieving the fiscal burdens of state and local governments cannot be postponed for four years. In our statement last February, we called for immediate steps to relieve misery and provide fiscal relief to the hard-pressed states and localities. We reaffirm our appeal for early action to end an intolerable situation.

—Statement by the AFL-CIO Executive Council on welfare reform, May 4, 1977.

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'Everybody's Wearing This!'

Industry Threatened:

Cigarette Smuggling Expands As Mob Seeks Full Control

By Gus Tyler

AMERICA'S TOBACCO INDUSTRY is in deep trouble—not because people are giving up smoking, but because the underworld is getting ready for a takeover.

It all began simply enough. A few enterprising souls started to smuggle cigarettes from low-tax states to high-tax states. In North Carolina the tax is two cents a pack; in New York City the city tax is eight cents, plus a state tax of 15 cents plus a sales tax of three cents totaling 26 cents. By smuggling the cigarettes into New York, the buyer can save 26 cents a pack.

This small-time game quickly became big time when the crime establishment—organized crime—decided to take over the business. They moved in with their muscle, money and manpower to push the independents off the streets, off the highways and, if necessary, into an incinerator. In quick time, smuggling became a lucrative operation for the mob.

Then the operation spread—from New York to the other states of the Northeast, to the Midwest and now to the Southwest. Today, organized crime is the great distributor of cigarettes, operating on a nationwide scale. Cities and states are losing millions of dollars each year.

New York City and State are losing more than $100 million a year in taxes. Local officials around the country are worried because of lost revenue and because of underworld penetration of still another piece of economic turf.

Now the big cigarette companies (most of them located in the South) are also troubled. And they should be.

About a half century ago, Ciro Terranova set a pattern for many successors who imitated his method of dominating an industry. Ciro started with artichokes. On the docks he muscled his way into control of this delicacy so that any retailer who wanted artichokes had to get them through Terranova. In a monopoly position, the Artichoke Autocrat charged as he pleased.

Then he turned to the growers and dealers to dictate his terms to them. He now controlled the artichoke from seed to store.

In subsequent decades, this monopoly power also led mobsters to insist on silent "partnerships" in either the production or distribution end of the business or in both ends. Now, the mob was the master.

Today cigarettes are faced with the same threat. The underworld is moving rapidly to monopolize distribution. Soon they will be the only meaningful outlet for the product.

At that point, the mob can dictate its terms to the manufacturers: What to produce, what to charge, how to transport, how to get financing, whom to hire, what politics to play. Indeed, the mob may even offer to share the "risk" as a silent "partner."

In all this, of course, the underworld has its own silent partner; namely, the consumer. Right now, he or she is getting a real bargain when buying the smuggled goods. Twenty-six cents a pack adds up to real money at the end of the year.

In due time, of course, when the monopoly is established, the consumer will pay back for all those savings through inflated prices, plus the hidden costs of organized crime's continual take from private and public coffers. Thus do the innocents slide smiling to their slaughter.

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'We've Got To Fight Hard'

The National Right to Work Committee floods the cities and towns of America with filthy anti-union propaganda.

With their secret allies and with the big money they get behind the scenes from big business and reactionary money sources, anti-labor organizations like this are hurting our country, not just the labor unions. They are pouring acid on the fabric of the community spirit in America.

We've got to fight them, and fight them hard. If we don't, they will destroy not only our effective trade unions but they will also cripple the spirit of brotherhood and cooperation that is symbolized by community services.

—From an address by Fire Fighters President William H. McClennan to AFL-CIO and United Way awards dinner, Columbus, Ohio.

Marshall Tells Labor Editors:

Myths, Misconceptions Hinder Drive to Gain Full Employment

The following is excerpted from remarks by Sec. of Labor Ray Marshall to a conference sponsored by the International Labor Press Association in Washington.

I HAVE BEEN absolutely appalled at the understanding of the general press of labor matters. Regardless of the issue that we talk about, there is a monumental lack of understanding and ignorance about collective bargaining and labor law and the labor movement itself.

I've been astounded by it because as I am interviewed by reporters of the general press it almost always is necessary for me to start with "show-and-tell" in terms of explaining things. I spend a fair amount of my time overcoming the obvious error implied in the questions they ask me, in their understanding of all kinds of labor issues.

Part of the reason is that anti-union forces in the country have a fairly well organized communications program, and that communications program has made it possible for them to have better access to the public than the labor press or than that part of the general press which is most knowledgeable about labor matters. That means that in terms of shaping the thinking of people we have a monumental job ahead of us.

This is even true of union members, because in many cases these newspapers and these writings and this propaganda have a bigger impact on union members than we have in trying to reach them with things in their own interest.

I've started a campaign of my own to try to educate the general press and to try to work with reporters and try to get to more of them.

We need to get the simple message across of the importance of full employment. First we need to get across what it is. It gets fuzzed up a lot by economists—you know I'm an economist, and I know that a good bit of confusion on economic issues is created by economists, because they do tend frequently to be fairly abstract and to confuse issues. They spend a lot of time in obfuscation, rather than clarification.

But it seems to me that the definition of full employment is fairly simple, once you cut through all the Latin and other things that economists can do to confuse it. We have full employment when nobody who wants to work has to look for a job very long. If you don't have that, then you don't have full employment, and that's not a hard thing to understand.

We might argue a little about how long should they look before you decide that we don't have full employment. Well, my view is if you look more than three months, it's too long. We could use that as a cut-off, but I'll settle for 16 weeks if anybody wants to argue. And I think that's less important than the concept that we have a society where anybody who is willing and able to work can find a job without having to look too long.

There are a lot of myths that we need to work together to overcome. One myth is that there are a lot of people in the country who don't want to work, and that's the reason you've got unemployment. That has not been our experience, but it's amazing how pervasive that myth is.

Our experience has been that every time we open up a few jobs—even if they are lousy jobs, as many of ours tend to be—we're talking about public service employment jobs at the minimum wage, and we're not talking about easy jobs.

WE DON'T HAVE unemployment because people are not willing to work and don't want to work; we have unemployment because we don't have enough jobs, and if we make the jobs available we'll get the people to fill them.

There is also a myth that you cannot create meaningful jobs for people. Well, that's the sheerest kind of nonsense. With all the things that we need to do in this country, to assume that we cannot get to do the work and have them doing meaningful work is just silly. We didn't have to think very long at all to come up with a very long list of jobs that we'll never get done if we don't put the unemployed to work doing them.

Another myth that we have is that you have to have unemployment in order to check inflation. Well, that too is just a myth. If you look at the historical record, you will find the problem with that argument is that it fails to realize that unemployment is inflationary. Inflation is a relationship between money and goods, and it's very simple—you can make it complicated, but it's a simple proposition: If you get more money in the system than goods, then you tend to get inflation. And if you have people not working, then they're sure not producing any goods but they are probably living, so they are getting money. And that's inflationary.

It's a whole lot better to put people to work doing useful things than it is to have them not working.

The other part of the problem, of course, is the assumption that inflation originates in the labor market. There is no evidence to support that argument, and we need to make that case.

I think the biggest problem we face now in trying to move toward full employment is the fear of inflation, not the reality. The fact that people are concerned about it and are afraid that if we try to do something to bring unemployment rates down, that somehow is going to automatically generate inflation. And because of that we can't get the kind of support that we need for the programs that we need to develop in order to move towards full employment.

We need to make that case as strongly as we can and to present the evidence to people to shatter the myths about the problem of unemployment.

Misdirected Priorities:

Carter Proposals Cut Corners On Some Social Programs

SOME PROPOSALS of the Carter Administration to improve and reshape social programs show a tendency to "cut corners" in meeting the human needs of America's disadvantaged, AFL-CIO Social Security Director Bert Seidman said.

Minimum wage, food stamps and health care cost controls, Seidman noted, are among the areas where the Carter approach falls short of the commitment he made as a candidate "to speak for" the poor, the elderly and the low-paid. He said the labor movement sees disturbing signs that "the little guy may not be Carter's first priority."

Seidman said that the President's plan for hospital cost containment is a concrete step in the right direction, but that it must be extended to doctors' fees if it is to be an effective curb on fast-rising health care costs. Doctors' decisions play a major role in determining hospital costs, he stressed, pointing out that it is doctors who send people to hospitals, set the length of stay and order the course of treatment.

He said that wage increases that have put hospital workers closer to the level of other workers have not been a factor in hospital cost inflation, and warned that cost containment should not be used as an excuse to hold down those wages.

Questioned on the public affairs radio interview Labor News Conference, Seidman said that the Administration's food stamp reforms—while improving the program for "the poorest of the poor"—would wrongfully end or slash the benefits of millions of Americans who must depend on food stamps for decent diets for themselves and their families.

Seidman stressed that social programs can't be improved at what Administration technicians call "zero cost." That, he said, is "taking money from the poor and giving it to the very poor, without any consideration for the extent to which the wealthy should be helping more than they are—through fairer taxation—to meet the needs of the most disadvantaged."

By Press Associates, Inc.

JIMMY CARTER has now logged in the first 100 days of his presidency. The reviews have been mixed. The President has received high marks for taking the pomp out of the presidency, for his reassuring low-key manner, for his emphasis on human rights for people everywhere. He has been praised for his courage in telling the American people that the energy joyride is over, that everyone must consciously conserve the nation's finite resources. He deserves credit for putting the highest priority on slowing the arms race and attempting to gain some control over the proliferation of nuclear weapons.

In terms of the good health of the economy and the social structure Jimmy Carter receives low marks so far. It seems fair enough to look back over Carter's campaign remarks in terms of his performance to date. Carter took the fight to incumbent President Ford on the issue of unemployment.

On Sept. 29 at Plains, Carter said: "Mr. Ford's message to the 7.5 million persons out of work today is: 'Wait for awhile—maybe things will improve.' I believe our waiting period must come to an end. The Republicans have had their chance and failed."

In another statement, Carter declared: "I pledge that if I'm elected, we will never use unemployment and recession as a tool to fight inflation. We will put into place a coordinated set of programs which will reduce overall unemployment to 4 percent and inflation to 4 percent or less by the end of my first term."

In an economic position paper, Carter noted that inflation was a critical problem and added: "The major economic problem, however, is unacceptably high unemployment." Guided by a task force of liberal economists, Carter's paper called for expansionary fiscal and monetary policies, with deficits if necessary, to achieve "a balanced budget within the context of full employment by 1979. . . ."

Speaking at Portland, Ore., on Sept. 28, Carter called attention to newly-released Census Bureau figures showing that 2.5 million Americans fell below the poverty line in 1975, the biggest increase in 17 years.

"There can be no clearer indictment of economic mismanagement by this Republican Administration and no better symbol of the issues which lie at the heart of this year's campaign. . . . It is a choice between the party which cares about the common man and the party which puts the special interests first."

In Miami Beach, Carter justifiably attacked the Ford record on the elderly as "callous, disgraceful." He called for a national health care program and other actions.

IT SEEMED quite clear that Carter understood the impact of unemployment on breadwinners and their families.

The jobless rate of fathers of intact families with children under age six climbed from 3.4 percent in 1974 to 7.2 percent in 1975, Carter said, adding:

"There is evidence that unemployment is directly related to increased family deterioration, alcoholism, suicide, child abuse, mental illness and infant mortality.

"All this points up the urgent need for a healthy economy and for every federal program—in health care, tax policy, urban renewal, welfare, education, crime control, housing and all others—to work for our families, not against them."

It is with some disappointment that the working people and the poor and the forgotten must view the first 100 days of the Carter Administration.

High-level unemployment continues while the Administration seeks the support and confidence of corporate interests. Inflation and a balanced budget have become overriding obsessions. A poverty-level minimum wage is proposed by the White House and properly labeled "indecent" by church, labor and civic leaders. Food stamp "reforms" are proposed which offer help to the poorest of the poor while taking it away from those on the margins of poverty. Modest steps are taken on such major problems as soaring health care costs.

CORNER-CUTTING mars some of the Carter Administration's proposals to improve and reshape social programs to better meet the human needs of disadvantaged Americans, AFL-CIO Social Security Director Bert Seidman, center, said on Labor News Conference. He was questioned by Ann McFeatters of the Scripps-Howard Newspapers and Robert Cooney of Press Associates, Inc. The radio interview is produced by the AFL-CIO.

SOLAR ENERGY air heating system is demonstrated at a joint union-industry training center operated by Local 55 of the Sheet Metal Workers in Mineola, N.Y. On hand for the demonstration were Sheet Metal Workers President Edward J. Carlough, second from left; Local 55 Business Manager Leo Murtha; Murray Liebowitz, local education and training director, and Walter J. Cosel, a Long Island contractor who supervised the construction of the training center.

1st-Quarter Survey:

Average Raise 7.6% In 1977 Settlements

Major labor contracts negotiated during the first three months of 1977 provided first-year pay increases of 7.6 percent, somewhat less than the 8.4 percent first-year raises negotiated under major agreements in all of 1976, the Bureau of Labor Statistics reported.

Major agreements—those covering 1,000 or more workers—reached in the first quarter of this year provided an average annual increase of 6.5 percent over the life of the contracts, BLS said. This was slightly higher than the 6.4 percent average boost provided by pacts concluded during 1976.

The first-quarter figures are based on 111 settlements covering about 372,000 workers in the nonfarm sector of the economy, mainly in the petroleum refining, food store, and stone, clay, and glass industries. They do not include possible gains under cost-of-living escalator clauses.

"Relatively few settlements were concluded during the first three months of 1977 compared with the heavy bargaining activity scheduled for the remainder of the year," BLS noted.

The report also showed that first-quarter wage and benefit increases in key contracts — those covering 5,000 or more workers — averaged 8.5 percent, the same as the 1976 average. Measured over the life of such contracts, wage and fringe benefit increases averaged 6.7 percent annually against 6.6 percent for 1976 settlements.

Agreements containing cost-of-living escalator provisions tended to provide smaller guaranteed wage increases than those without COL provisions, BLS said. First-year boosts in contracts with escalators averaged 7.1 percent, compared to gains of 8 percent in settlements without escalator provisions.

Over-term increases in contracts with COL provisions averaged 5.8 percent annually compared to 7.1 percent for those without COL clauses. About 46 percent of workers covered by agreements reached during the first quarter have some type of COL protection. Escalator clauses now cover about 61 percent of all workers in major bargaining units, BLS said.

Wage settlements in manufacturing averaged 7.8 percent in the first year and 6.4 percent annually over the life of the agreements. This compares with 8.9 and 6 percent increases, respectively, in 1976. Nonmanufacturing workers received first-year boosts of 7.3 percent and over-term adjustments of 6.8 percent annually, compared with 7.7 and 6.8 percent, respectively, in 1976.

Other highlights of the BLS report on first-quarter bargaining:

- During the first three months of 1977, escalator provisions were introduced in only three settlements covering 8,700 workers, and were dropped in seven agreements affecting 35,500 workers.
- The average duration of contracts reached in the first quarter was 30.4 months, compared with 30.2 months when the same parties previously negotiated. The size of wage gains tended to decline as contract duration grew, BLS said.
- 3.9 million workers under major agreements received wage increases averaging 2.7 percent during the first three months of 1977. The increases consisted of gains under the new settlements negotiated in the first quarter, plus deferred raises under contracts reached in earlier years and wage changes resulting from COL escalator clauses.

During the current April-June quarter, 455 major agreements covering 1.5 million workers are scheduled to expire or be reopened, BLS said. The key agreements are in the construction, apparel, lumber and aluminum industries. The total includes the basic steel industry contract that was negotiated in April.

Some 2.2 million workers will receive deferred wage-rate increases averaging 5.9 percent during the current quarter under existing agreements. In addition, 3 million workers will be affected by COL escalator reviews, principally in the automobile, trucking and steel industries.

USWA Tally Confirms McBride Slate's Victory

The official tally of the Steelworkers' election of officers confirms that Lloyd McBride defeated Edward Sadlowski for president by a 3 to 2 margin. The elections were held on Feb. 8.

McBride received 328,861 votes compared to 249,281 for Sadlowski, the union's tellers reported. Both have been serving as district directors. Elected with McBride were Lynn Williams, secretary; Frank McKee, treasurer; Joseph Odorcich and Leon Lynch, vice presidents; 25 district directors, and a national director for Canada.

McBride will succeed I. W. Abel, who is scheduled to retire from the USWA presidency June 1.

Also retiring are Walter J. Burke as secretary-treasurer and John S. Johns as vice president. Delegates to the USWA convention last fall voted to split the office of secretary-treasurer in two, with one office handling financial affairs and the other responsible for various administrative functions. The convention also created another vice presidency to deal with human affairs, and Lynch was elected by the executive board to fill the post.

The tellers reported holding hearings in 25 cities throughout the United States and Canada and finding only minor technical irregularities in a few of the union's 5,300 locals and none that would have affected the outcome of the elections.

E. Gerard Docquier was elected the union's new national director for Canada.

Elected district directors were William J. Foley, District 1; H. Len Stevens, District 3; Mitchel F. Mazuca, District 4; Jean Gerin-Lajoie, District 5; F. Stewart Cooke, District 6; James N. McGeehan, District 7; Edward E. Plato, District 8; Paul J. McHale, District 9; Paul E. Lewis, District 15; James M. Coyne, District 19; Walter Bachowski, District 20; Paul D. Rusen, District 23; Frank Leseganich, District 26; Harry E. Mayfield, District 27; Frank J. Valenta, District 28.

Also, Charles Younglove, District 29; Harry O. Dougherty, District 30; James Balanoff, District 31; Bertram McNamara, District 32; Linus E. Wampler, District 33; Buddy W. Davis, District 34; Bruce Thrasher, District 35; Howard Strevel, District 36; Edgar L. Ball, District 37, and Roberta J. Petris, District 38.

Roy Wilkins Hailed As Retirement Nears

Roy Wilkins will retire from active leadership of the civil rights movement with the "respect, gratitude and friendship" of the trade union movement.

A resolution adopted by the AFL - CIO Executive Council cited the accomplishments of Wilkins during his years as executive director of the NAACP and as chairman of the Leadership Conference on Civil Rights.

It expressed "heartfelt thanks" and wished him "a long, healthy and happy retirement."

Farm Prices Lift Wholesale Index by 1.1%

Wholesale prices, led by agriculture-related products, rose 1.1 percent in April, the third large monthly increase in a row, the Bureau of Labor Statistics reported.

The farm products component of the government's wholesale price index increased 3.4 percent, the biggest jump in a year, while prices for processed foods and feeds climbed 2.5 percent. Prices for industrial commodities eased slightly over the month, however.

Industrial prices rose six-tenths of 1 percent in April, compared to eight-tenths of 1 percent in March. Economists regard changes in prices of industrial goods as a truer measure of underlying inflationary trends than food prices.

Farm prices have been rising at a rate of more than 1 percent for the past five months now. Much of the increase has resulted from the effects of the severe winter weather on crops and shipments. Wholesale price increases eventually are passed on to the consumer in weeks or months, depending on the commodity.

Building Trades Score Stevens, Back Boycott

The AFL-CIO Building & Construction Trades Dept. expressed "repugnance" at the union-busting tactics of J. P. Stevens & Co., and called on its affiliated unions and state and local councils to actively promote the boycott of Stevens products.

"There is not a more willful, consistent or malicious violation of the national basic labor laws," the department's executive council said.

In other resolutions adopted during a two-day session, the building trades department:

- Supported "enthusiastically" labor's campaign for a substantial wage to bring the minimum wage above the poverty level. America's economy needs mass purchasing power, the statement emphasized. "Purchasing power means jobs," BCTD said.
- Urged enactment by Congress of AFL-CIO labor law reform proposals that would remedy the pro-employer tilt of present law and provide a stronger assurance that workers can exercise their right to union representation and collective bargaining.
- Called on Congress to assure that a fair share of oil and petroleum products imported into the United States be carried in American-flag ships built in U.S. shipyards. The statement promised support to the Maritime Trades Dept. in its efforts to assure a strong U.S. merchant fleet.
- Endorsed amendment of the Hatch Act so that federal and postal workers will regain "the political rights accorded all other citizens."

The council urged support for H.R. 10, the bill soon to reach the House floor which would allow government workers to exercise their political rights while protecting them from political pressures.

Steelworkers Contribute Aid to Flood Victims

Pittsburgh — The Steelworkers have contributed $50,000 to the American Red Cross to help provide emergency assistance to victims of recent floods in Appalachia and southeastern states, USWA President I. W. Abel announced.

Many of the thousands of persons affected by the spring floods are USWA members.

VOLUNTARY CHECK-OFF provision for political action contributions is signed by officials of the Office & Professional Employees and the American Income Life Insurance Co. The unique agreement covers 300 AILICO employees at Waco, Tex., and 1,000 agents and staff across the country. Signing the agreement were OPEIU President Howard Coughlin, seated left, and AILICO Chairman Bernard Rapport. Standing are OPEIU Local 277 President J. B. Moss and AILICO President Charles Cooper.

New OSHA Standard

Benzene Exposure Sharply Restricted

By John R. Oravec

The Labor Dept. has ordered a marked reduction in worker exposure to benzene, a known cause of leukemia and other serious blood disorders.

Prompted by recent government findings that relate the deaths of Rubber Workers to their on-the-job contact with the chemical, the Occupational Safety & Health Administration issued a temporary emergency standard for benzene effective May 21.

The emergency standard will lower the worker exposure over an eight-hour period to one part benzene per 1 million parts air (1 ppm) from the current allowable level of 10 ppm. It will also lower the current ceiling of 25 ppm to 5 ppm and eliminate the peak level of 50 ppm for any 15-minute period during an eight-hour shift.

Other immediate requirements include the measurement of worker exposure to the chemical, employer-supplied personal protective equipment and clothing, employee training, medical surveillance, improved work practices and recordkeeping.

The emergency standard meets many of the provisions that union epidemiologists had urged.

In announcing the new rule, Assistant Labor Sec. Eula Bingham said "a grave danger currently exists" for about 153,000 workers who are exposed to benzene in some 1,200 workplaces.

Benzene is used extensively as an industrial solvent and in processes in the chemical, rubber fabricating, printing, paint, adhesives and petroleum industries.

George H. R. Taylor, executive secretary of the AFL-CIO standing committee on Occupational Safety & Health, commended the new upper echelon of OSHA for its prompt action on benzene. He noted that the Rubber Workers had sought an emergency temporary standard more than a year ago, but were turned down by the Ford Administration.

The URW has been pressing for lowering the benzene exposure level to "less than" 1 ppm. It will also seek in the final standard "full economic protection for those workers who have been or will be exposed to benzene and show some kind of clinical or physical damage," URW President Peter Bommarito stressed.

A study conducted for the URW two years ago showed that the risk of leukemia deaths among Rubber Workers is 200 to 700 percent higher than for the average U.S. worker.

The toxic effects of benzene have been recognized since the early 1900s. Inhaled benzene vapors and liquid benzene taken in through the skin are rapidly absorbed in the blood. Short-term exposure to high concentrations of benzene produces an almost immediate effect on the central nervous system and could be fatal. Long-term low concentrations severely affect the blood forming tissues in the bone marrow and often result in excessive bleeding.

Dr. Bingham, who heads OSHA, said the decision for a strong standard was based on recommendations and data from the National Institute of Occupational Safety & Health. A NIOSH study of URW members working at wrapping film plants in Akron and St. Marys, Ohio, traced the deaths of eight workers to their exposure to benzene, she said.

Labor Sec. Ray Marshall noted that OSHA issued the emergency rule one week after receiving the NIOSH report. Because the evidence of the benzene hazard was overwhelming, the need to act was urgent, he said.

Marshall said the benzene decision "signals a new day for an agency which in the past has been criticized for acting too slowly when lives were at stake."

The benzene standard is only the sixth emergency standard OSHA has issued in its six years of existence. The others covered asbestos, vinyl chloride and 14 carcinogens and pesticides.

Under the provisions of the 1970 Occupational Safety & Health Act, the agency has six months to come up with a permanent standard. Dr. Bingham said the agency will strive to meet the deadline.

Retail gasoline stations are not covered by the emergency standard, but may be included in the final standard. Automotive fuels contain small amounts of benzene.

In its guide for employers, OSHA said that companies will be required to institute engineering controls "as soon as possible" to reduce worker exposure to allowable levels.

Dr. Bingham said it would be up to federal compliance officers to determine when the installation of the engineering controls is feasible. Until then, employers must supply workers with respirators and other protective equipment.

Strip Mining Bill Wins Big House Margin

(Continued from Page 1)

by the Senate Energy Committee.

The strip mining bill was one of the Ford-vetoed measures that the AFL-CIO Executive Council at its winter meeting had termed "unfinished legislative business" by Congress.

On the unrelated mine safety legislation, both the House Labor Committee and the Senate Human Resources Committee approved bills that would cover all types of mining under the same safety law, and transfer enforcement from the Interior Dept. to the Labor Dept.

At present coal miners are protected by the Coal Mine Health & Safety Act while hard-rock miners come under a weaker Metal & Nonmetallic Mine Safety Act.

The Steelworkers, largest union in the hard-rock fields, the Cement, Lime & Gypsum Workers, and the Oil, Chemical & Atomic Workers strongly urged the need for improved safety and health protection in testimony before both the House and Senate committees.

The Senate bill, along the lines labor had urged, would strengthen the coal mine law as well as bring all types of mining under its jurisdiction. The House version would enlarge the present coal mine law's jurisdiction to cover hard-rock mining but would not change its provisions. Both measures would transfer enforcement to the Labor Dept., a shift endorsed by the Administration.

The House committee voted 19-9 approval of the bill, with indications that Republicans may try to keep hard-rock miners under a separate safety law when the bill moves to the House floor. But the Senate committee gave its version a bipartisan 11-0 endorsement.

LIMITING GROWTH of textile imports is essential for the survival of U.S. textile production and jobs, union officials and employers told an informal House textile panel. Presenting the union position is President Sol C. Chaikin of the Ladies' Garment Workers. Sec.-Treas. Jacob Sheinkman of the Clothing & Textile Workers is to his right. The congressional panel adopted a resolution calling for a reduction in the 6 percent import quota growth under the Multifiber Arrangement.

Congress Urged to Tighten Rules On Disclosure of Lobbying Activity

The AFL-CIO asked Congress to tighten the lobbying disclosure law, even though it would result in an additional reporting burden for the AFL-CIO and other groups that engage in "substantial" efforts to influence legislation.

Legislative Director Andrew J. Biemiller told a House Judiciary subcommittee that the public has a "right to information on the activities of organizations heavily engaged in the legislative process."

But he warned against the "chilling effect of over-regulation" on organizations that only occasionally exercise their "basic constitutional right" to petition Congress. Overly complex and burdensome reporting requirements would discourage such groups from making their views known on issues before Congress, Biemiller stressed.

During the 94th Congress, both the Senate and House passed lobbying "reform" bills but no final agreement was reached, Biemiller noted.

He urged "a creative compromise" between the less stringent reporting requirements of the bill the House passed last year and the Senate bill, which the AFL-CIO had criticized on the ground that it would discourage small local unions and other grass-roots groups.

Biemiller suggested a two-tier approach, under which more extensive registration and reporting should be required of "organizations which regularly engage in substantial lobbying activities," as measured by any of several practical tests.

Thus, he said, a group that employs at least one person who spends a substantial amount of time on lobbying or that hires an outside representative paid at least $1,250 a quarter should be fully subject to the law. The test of substantial time should be based on both oral and written lobbying communications, Biemiller said.

While over-reporting can result in burying significant data in a mass of trivia, Biemiller said it would be proper to require organizations to list the major issues on which they lobbied, up to a maximum of 25, and the persons directly involved in lobbying.

Noting that "the technique of lobbying by generating grass-roots activity is becoming increasingly important," Biemiller said major groups engaging in such tactics should report their efforts in some detail. This should include identification of any people hired for the effort, approximate number or individuals and organizations reached, name of newspapers, magazines, radio and television stations used and the amount spent if over $7,500.

Biemiller suggested an "abbreviated form" for the "occasional" lobbyist so that required reports would not be so burdensome as to "dissuade such an organization from stating its views."

As for the AFL-CIO, "over the years we have faithfully and fully complied with all of the requirements of the present lobbying law. We have never been ashamed, nor have we attempted to hide, our role on Capitol Hill in protecting and advancing the interests of working people. Quite the contrary."

Biemiller told the panel that the federation is "ready to support strong legislation reported by this committee and to work for its enactment."

NLRB Cases Top 5,000 in Month

The National Labor Relations Board processed 5,273 cases of all types in March, the first time in its 42-year history that it has handled 5,000 or more cases in a single month.

The March caseload was 11 percent more than the 4,739 cases filed in the same month last year. Two years ago, the March total was 3,767.

Of the 5,273 cases received in March, 3,695 were unfair labor practice charges and 1,578 were petitions seeking representation elections.

First-Quarter Surveys Find New Profit Gains

First-quarter 1977 profits rose about 11 percent over a like period a year earlier, and the outlook is for still higher earnings ahead, U.S. News & World Report reports in its current issue.

Of 1,400 companies whose first-quarter earnings statements have been tallied by the magazine's economic unit, 995, or more than 70 percent, reported increases over a year earlier. The gains were posted despite the severe winter weather in the East that halted or cut back operations in many factories in January and February, the magazine reported.

"Better weather and economic expansion are counted on to lift profits higher in the second quarter," the weekly said.

Another survey by the Wall Street Journal also reported a good first quarter for American corporations. On a year-to-year basis, according to the Journal's survey of 530 major companies, earnings were up 7.7 percent during the first three months of the year.

"Analysts expect stronger profits the rest of this year," the Journal said. "Economists think recovery is back on track and that the economy will be making steady but unspectacular gains."

While Business Week magazine characterized first-quarter profits increases as "another dull quarter," it pointed to solid gains in certain industries such as banking, electrical, and office equipment. Earnings soared by 118 percent at National Cash Register and Memorex reported a 55 percent gain, for example. RCA's profits rose 41 percent while both General Electric and Raytheon reported increases of 25 percent or better.

"Banking industry profits seemed to be running about 10 percent ahead of the same quarter of 1976, thanks to sharply reduced provisions for possible loan losses," the magazine said on the basis of early corporate earnings statements.

Most industries chalked up gains during the January-March quarter, the Wall Street Journal found in its survey. Autos were very strong, with General Motors and Ford reporting record earnings for the quarter.

"First-quarter profits for GM and Ford might have been stronger if they hadn't lost some production of fast-selling models during storm disruptions in January and February," the Journal noted. It added that the current quarter also looks strong for the two companies.

The only profit declines in the Journal survey were the steel, chemicals and textiles industries, with steel off sharply. Gainers included department stores, tools and machinery, railroads, aerospace, mining and non-ferrous metals, rubber, and electrical equipment.

At Senate Hearings:

Unions Challenge Cost Excuse For Pregnancy Benefit Denial

Unions and other groups pressing for legislation to ban discriminatory treatment of women workers during pregnancy and childbirth charged that employer assertions that it would be too costly are both exaggerated and irrelevant.

AFL-CIO Associate General Counsel Laurence Gold told a Senate Human Resources subcommittee that employer groups have circulated unduly high cost estimates "in an effort to kill the bill."

He cited studies showing that the cost of equalizing coverage would be relatively small, even without taking account of the savings to employers in reduced turnover and fewer unemployment compensation claims.

"The critical public goal of equal treatment for women," Gold insisted, "is worth far more than these relatively small amounts."

Gold termed employer emphasis on cost "an indication of the unwillingness of industry to commit itself to eradication of discrimination against women."

In fact, he suggested, "discrimination of any kind always saves money. It is necessarily cheaper to pay blacks less than whites, or women less than men."

The cost factor was properly not considered when Congress passed the Civil Rights Act with its ban on job discrimination, Gold stressed. "A cost saving to the employer has never been thought to justify a fundamental inequity."

The drive for legislation developed after the Supreme Court refused to compel the General Electric Co. to provide equal benefits for pregnancy conditions under its temporary disability insurance program. The Electrical, Radio & Machine Workers (IUE) had contended this was required by the ban against job discrimination based on sex that is included in Title VII of the Civil Rights Act.

In testimony before the Senate subcommittee:

- IUE President David J. Fitzmaurice challenged the argument that pregnancy is a "voluntary" disability and therefore in a different category than other covered conditions.

The General Electric plan that excludes pregnancy, he told the panel, "pays for absences due to hair transplants, injuries incurred in fights, alcoholism, drug abuse and attempted suicide."

- Glenn E. Watts, president of the Communications Workers, said the union-sought legislation would clarify the original intent of the anti-discrimination law, not change it. He said employer opposition is based on the "false premises" that women are only temporarily in the work force, that they work merely to get "pin money" and that they don't return to their jobs after maternity leave.
- Leon Lynch, Steelworkers' vice president for human affairs, stressed that the legislation would not require employers to furnish benefits to women unable to work as a result of pregnancy unless they already provide benefits to employees unable to work for other types of disabilities.

He interpreted the reasoning of the six-member majority of the Supreme Court as asserting that it is not discriminatory to deny disability benefits to pregnant women because there are no such benefits provided to pregnant men. "This kind of reasoning defies common sense," he said.

Administration witnesses testified for the bill, as they had earlier at House hearings. They included high-ranking officials of the Justice Dept., the Dept. of Labor and the Equal Employment Opportunity Commission.

Among those appearing were IUE Associate General Counsel Ruth Weyand and Susan Deller Ross, who share leadership of the Campaign to End Discrimination Against Pregnant Workers.

The chief Senate sponsor of the bill, Harrison A. Williams, Jr. (D-N.J.), is chairman of both the subcommittee and its parent committee.

"This legislation is more than strictly a woman's issue," Williams said in opening the hearings. "Nearly half of our nation's children have mothers who are in the labor force" and denial of equal benefits deprives families of needed income.

Twenty-four other senators, including three serving on the eight-member subcommittee have cosponsored the bill, and Williams expressed the hope that "Congress will act promptly to restore these basic rights."

AT SENATE HEARINGS on legislation to end discrimination in benefits against pregnant workers, witnesses for the bill included Steelworkers Vice President Leon Lynch, left, President David J. Fitzmaurice of the Electrical, Radio & Machine Workers, and IUE Associate General Counsel Ruth Weyand. Communications Workers President Glenn E. Watts also testified.

Final Tax Bill Drops Bulk of Stimulus Plan

A patchwork tax bill that bore little resemblance to the economic stimulus measure the Administration proposed last January moved towards passage in Congress.

A House-Senate conference committee deleted from the final version of the bill two key provisions that President Carter last month decided were no longer needed.

It dropped a House-passed $50-a-person tax rebate that would have pumped more than $11 billion into the economy this year. And it deleted a Senate-passed increase in the investment tax credit for business, from the present 10 percent to 12 percent.

The final bill, however, did include an employment tax credit that would reward business firms that hire additional workers. The AFL-CIO's view was that firms able to expand would do so anyway and the tax credit wouldn't create any new jobs.

One labor-endorsed feature in the bill to be sent to the White House for the President's signature will help workers who had long periods of illness or disability last year.

Last September, as part of a tax code revision, Congress repealed the sick pay tax exclusion and made the repeal retroactive to Jan. 1, 1976. Thus many persons who had been counting on having up to $100 a week of sick pay excluded from their taxable income found themselves stuck with unexpectedly heavy taxes on their 1976 incomes.

The new bill moves the repeal date up to Jan. 1, 1977. This will allow persons who are entitled to a sick pay exclusion for the 1976 calendar year to recompute their taxes and claim a refund.

The Internal Revenue Service said that if the legislation is signed into law the necessary forms and explanatory material will be sent on request to anyone writing or calling an Internal Revenue Service district office and asking for sick pay forms. Taxpayers who qualify under the sick pay rules that were in effect before the repeal could then file amended returns and eventually receive a refund.

Most taxpayers who don't itemize their returns will benefit from a change in the standard deduction in the tax bill, but some single taxpayers will have to pay more.

Present standard deductions range from a minimum of $1,700 to a maximum of $2,400 for single persons and from a minimum of $2,100 to a maximum of $2,800 for couples filing joint returns.

The new bill would establish a flat standard deduction of $2,200 for single persons—which would benefit those in the lower income brackets but result in higher taxes for about 1.7 million persons in the mid-to-upper income range. It doesn't affect persons who itemize their deductions.

The big gainers would be couples who do not itemize deductions. Regardless of income, they would be able to take a standard deduction of $3,200. The more liberal allowance might also make it worthwhile for some taxpayers who now itemize deductions to switch to the simpler standard deduction.

Overall, the change in standard deductions will result in tax cuts averaging $121 a year for 47 million taxpayers, and tax increases averaging $54 a year for single taxpayers in the higher end of the income scale.

A continuing element of economic stimulation does remain in the bill. It retains for another year, as the AFL-CIO had urged, the present tax credit of $35 a person or, if higher, $180 for families with taxable incomes over $9,000.

Funds for Public Works, Job Programs Cleared

(Continued from Page 1)

vice employment of older Americans, and $632 million in countercyclical grants to state and localities with the highest unemployment rates.

The older American funds were added on congressional initiatives. Most of the other funding authority, as with public works, reflects a decision to allow economic stimulus funding at a faster rate than the Administration originally estimated.

When the Senate considered the appropriations bill, Sen. Richard Schweiker (R-Pa.) proposed to slash more than $4 billion from the public service jobs appropriations. He wanted to keep the program at its present level of 310,000 jobs instead of financing its rise to 725,000 by the end of this year. His job-cutting amendment was beaten, 46-33.

Final passage of the accelerated public works bill—by a 355-77 vote in the House and 71-14 in the Senate—will replenish the original $2 billion program enacted last July over President Ford's veto.

The new funds will be allocated to states under a formula that gives greatest weight to a state's total unemployment and additional funds where unemployment exceeded 6.5 percent over the past year.

Projects selected are those that can quickly put people to work on construction that needs to be done but hasn't been because of lack of funds.

The Commerce Dept. already has a huge backlog of 23,551 applications that couldn't be considered in the original program because the available money was so quickly exhausted. But most of them will have to be turned down; if all were granted, the cost would rise above $24 billion.

As one measure of the job stimulation likely from the $4 billion appropriation, data from projects covered by the $2 billion already spent indicate that 141,000 on-site jobs were created. Additional jobs, more difficult to estimate, are created as the ripple effect spreads through the economy, both in purchases for needed supplies and in the buying power of paychecks.

In another area of importance to the economy, the Senate adopted labor-supported amendments increasing the allocation for housing programs in a resolution setting preliminary budget targets for the fiscal year that starts next Oct. 1.

It restored cuts totaling $6.7 billion that the Budget Committee had made in the Administration's request for authority to commit increased funds to long-range programs of housing assistance for low- and moderate-income families, housing for the elderly, and a new program of community development grants for economically depressed localities.

Only a small part of the added funds will actually be spent during the next fiscal year, but the budget authority would get the pipeline going for future years.

In a letter to senators, AFL-CIO Legislative Director Andrew J. Biemiller said the reduced level of housing assistance in the Budget Committee resolution "would eliminate about 150,000 man-years of work."

Farm Workers Post Key California Victory

Coachella, Calif.—The Farm Workers scored a major victory in an election at the Tenneco West ranch here, winning representation rights by a 3 to 2 margin. The union received 177 votes to 120 for no union.

One of the largest agribusiness operations in California, Tenneco has holdings in the Coachella Valley grape country, the rich San Joaquin Valley, and elsewhere in the state.

The company was one of several large California growers to sign contracts with the Teamsters in 1973 on the expiration of previously negotiated pacts with the Farm Workers as part of an effort to defeat the UFW.

Last March, the UFW signed an agreement with the Teamsters giving the Farm Workers unchallenged jurisdictional rights to organize field workers covered by California's Agricultural Labor Relations Act. The UFW agreed not to seek to represent workers covered by the National Labor Relations Act, such as those employed in processing farm products.

With the grape harvest now starting in the Coachella Valley, the UFW said it is optimistic over prospects for other election wins. The Tenneco victory, it pointed out, was achieved despite a vigorous and sophisticated anti-union campaign by the company.

Meanwhile, the union has mounted strikes against three other growers—Carl Maggio, Inc., of Calexico, where 200 workers are involved, and the Montebello Nursery and the McFarland Rose Co., both in the Delano area.

The UFW has won state-conducted representation elections at the three firms, but the employers have rejected attempts to negotiate adequate contracts.

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Labor Backs Carter Plan On Social Security Funds

Joblessness Drops, But Not Enough

By James M. Shevis

The decline of three-tenths of 1 percent in the nation's jobless rate in April is an improvement but is "nothing to brag about," AFL-CIO President George Meany declared.

"It has taken nearly two and a half years to bring the official unemployment rate down to 7 percent and, according to the latest government estimates, unemployment will still average about 6 percent by the end of 1978," Meany observed. "That's just not good enough."

Meanwhile, the Labor Dept.'s Employment & Training Administration announced that of the 150 major labor markets in the country, the number classified as areas of "substantial" joblessness—a jobless rate of 6 percent or more—rose to 104 in April with the addition of Columbus and Savannah, Ga. The increase was the first in 13 months.

In reporting the decline in the nation's jobless rate, from 7.3 to 7 percent between March and April, the Bureau of Labor Statistics noted that the rate had decreased one full percentage point since November and two points from its May 1975 recession peak. But, as Meany pointed out, true unemployment today is much higher than the government's official figures.

By the AFL-CIO's measure, he said, unemployment now stands at 9.6 percent, with more than 9.3 million workers without jobs. Unlike BLS, the federation takes into account the number of workers employed part-time because they cannot find full-time work and the number of "discouraged" workers — those who give up looking for employment because they feel there is no work available for them.

In April, BLS said, there were 3,174,000 workers employed part-time for "economic reasons," a euphemism meaning they looked for but couldn't find full-time employment. The AFL-CIO factors half their number into its method of figuring true unemployment. At last count, in March when quarterly figures on the category were made available, there were an estimated 940,000 so-called "discouraged" workers.

"High unemployment remains America's most serious economic problem and solving it will require specific, direct, job-creating programs—such as accelerated public works and public service jobs—or the unemployment rate will again

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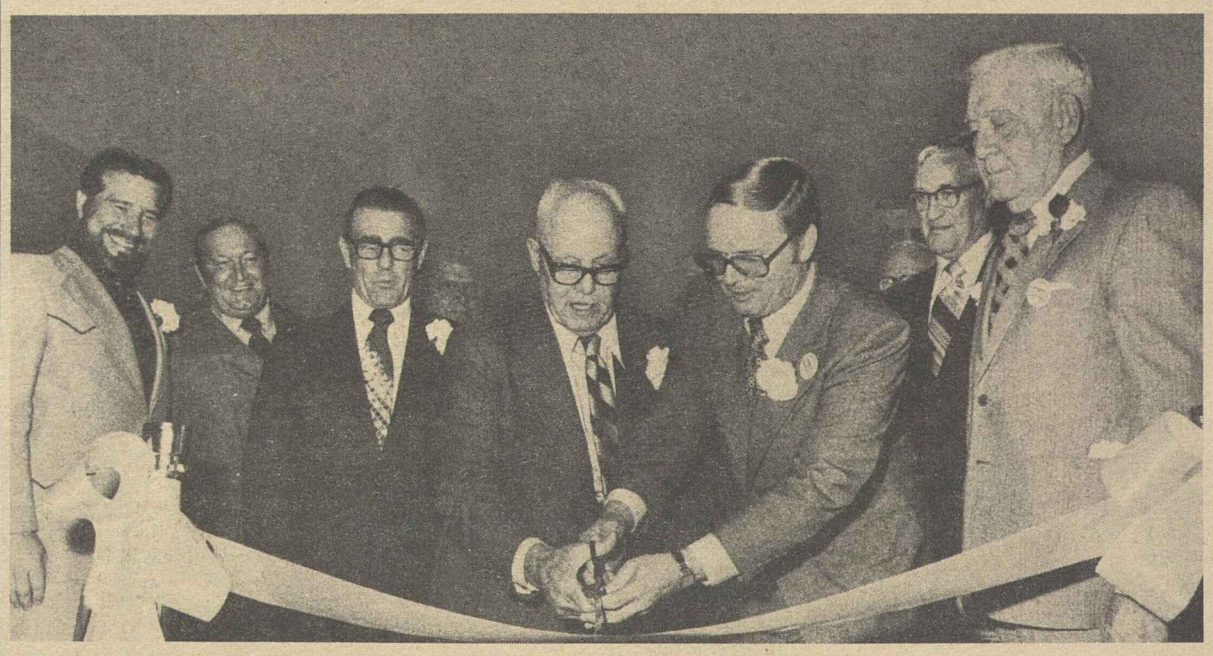

UNION-INDUSTRIES SHOW opens in Kansas City as AFL-CIO President George Meany and Labor Sec. Ray Marshall snip the ribbon. They were assisted by Sec.-Treas. Earl McDavid, behind Meany, and President Joseph D. Keenan, right, of the Union Label & Service Trades Dept. This year's week-long show at the Bartle Exposition Hall featured 400 exhibits. **(Story, page 7.)**

Meany Cites Soundness Of Proposal

By David L. Perlman

The AFL-CIO endorsed President Carter's proposals to strengthen the financing of the social security system and called on Congress to carry them out.

Their enactment would put social security "on a sound financial basis, now and in the future," AFL-CIO President George Meany said.

The Administration's plan was praised also by the National Council of Senior Citizens, but it ran into a barrage of opposition from conservative employer groups and their congressional allies.

Controversy focused on two elements of the Carter proposals that the trade union movement has strongly advocated—expanding the employer share of the social security tax by applying it to a firm's entire payroll, and injecting general revenue funds from the government to supplement the payroll tax.

More money is needed to avoid growing annual deficits that threaten to wipe out the reserves the social security trust funds have built up.

While scare warnings of the threat to social security have been "distorted and exaggerated," Meany noted, there is a funding problem. But "if President Carter's sound recommendations are followed by responsible and speedy congressional action," Meany said, "workers covered by social security can look forward with confidence to a secure retirement."

The Ford Administration had proposed to meet the funding problem by raising the social security tax rate—a step the AFL-CIO opposed and Congress rejected. It

(Continued on Page 2)

In House-Passed Bill:

Older Cities to Get Bigger Share of Aid

The House voted to give a greater share of community development funds to the nation's declining, older cities—a boon for problem-plagued centers in the Northeast and Midwest that was resisted by most representatives from the fast-growing "Sunbelt" states.

On the key 261-149 vote, regional ties proved stronger than party divisions. Supporting the shift were 172 Democrats and 89 Republicans; opposed were 104 Democrats and 45 Republicans.

The Carter Administration had sought the change, and the AFL-CIO supported it as necessary to put a greater share of funds into the areas of greatest need. The total amount available was raised from $3 billion to $3.5 billion a year so that few localities will have their funds cut. But the older cities will get most of the additional money.

The change is accomplished by allowing cities to obtain funds under an allocation formula that gives the most weight to the number of housing units built before 1950. Other criteria are the extent of poverty and the "growth-lag" in relation to population changes of other metropolitan areas.

Community development grants were instituted in 1974 as a more flexible substitute for an assortment of programs including urban renewal and model cities. Funds are commonly used for such projects as rehabilitation of dilapidated housing, improvement of downtown areas, land clearance and neighborhood improvement. All construction is covered by the Davis-Bacon prevailing wage law.

Less controversial were other sections of the bill, including a new $400 million-dollar-a-year program of urban development action grants. This, too, is aimed at helping communities with "excessive economic and housing deterioration." Cities seeking funds to revitalize residential neighborhoods and stimulate business and industrial development would submit proposals to the Dept. of Housing & Urban Development.

The legislation also provides additional contract authority for rent

(Continued on Page 6)

Hospital Cost Curb Seen Partial Step

A comprehensive cost containment program is essential in holding down the nation's escalating health care bill, but it must not be applied at the expense of the low-paid hospital worker, the AFL-CIO testified at House hearings.

Legislative Director Andrew J. Biemiller, joined by Social Security Director Bert Seidman, warned that the Carter Administration's proposal to place a ceiling on hospital revenues would be effective only in the short run.

"As time goes on," Biemiller said, "any attempt to regulate a single industry to the exclusion of others tends to build up distortions and stresses" in the allocation of human and capital resources.

Even if hospital costs are contained, he observed, the proposal does nothing about escalating doctor fees or the increasing costs of

(Continued on Page 8)

Meany Bids Democrats Honor Party Platform

AFL-CIO President George Meany reminded Democratic officeholders in Washington of their commitment to a decent minimum wage, reform of labor law and upgrading of the food stamp program.

All those items are a part of the Democratic Party platform that helped elect Democrats to Congress and the White House last November, Meany pointed out in addressing a Meat Cutters' legislative conference.

"Quite a few of them owe their jobs to that platform and to the fact that so many voters took those pledges and promises at face value and voted for the candidates who said they were committed to carrying out the platform goals," he stressed.

In addition to its commitments on the minimum wage and eliminating inequities in the National Labor Relations Act, Meany pointed out that the Democratic platform also "flatly calls for repeal of Section 14(b) of the Taft-Hartley Act" and for assuring public employees full protection under labor law.

He pointed to the defeat of the situs picketing bill, however, as evidence that "last year's promises won't be automatically redeemed."

"That's the case not only at Capitol Hill, but at the White House as well."

Recalling President Carter's cam-

(Continued on Page 6)

NAACP Supports Drive For Hatch Act Reform

A leading civil rights organization called for the political emancipation of nearly 2.8 million federal and postal workers in a letter urging House approval of labor-supported amendments to the Hatch Act.

The letter, sent by NAACP Washington Director Clarence Mitchell, sharply challenged the view that government workers should continue to be barred from active participation in political campaigns.

"The NAACP does not believe that there is a conflict between the rights of free speech and association and the duties of a federal employee," Mitchell wrote. "Certainly we have nothing to fear from legislation that restores to federal workers their full political rights" and at the same time "will effectively protect employees against abuse or coercion."

Mitchell's letter, addressed to Rep. William Clay (D-Mo.), sponsor of the bill, came shortly before the House was scheduled to debate the legislation. It linked the effort of federal workers and their unions

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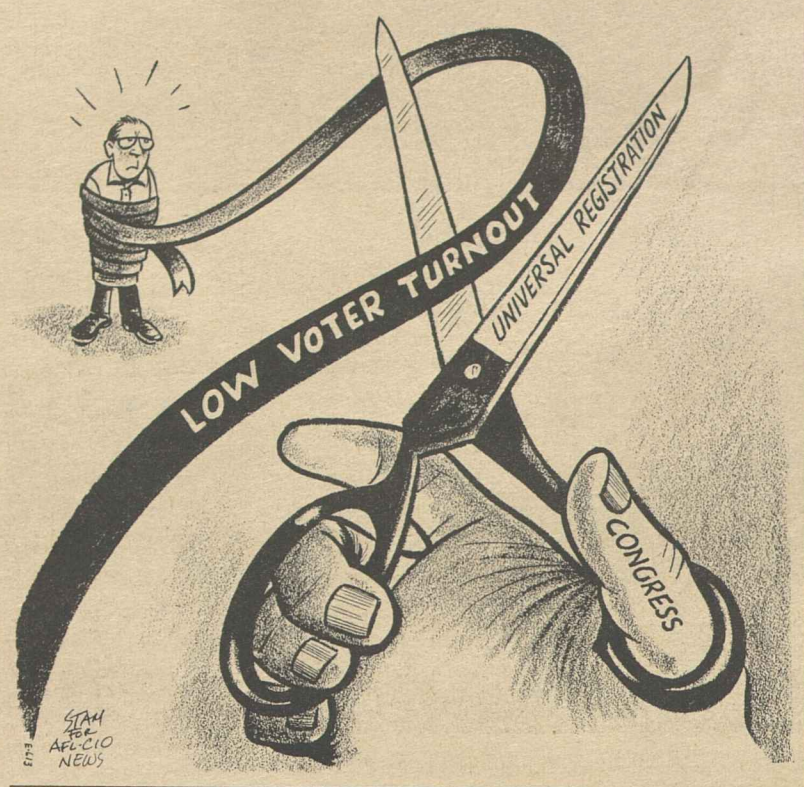
Cut the Red Tape



Workers Called Victims Of Labor Law Failings

New York—Millions of American workers are wrongfully denied union representation by a federal labor law that does not work, Thomas R. Donahue told an Automation House seminar here.

Donahue, executive assistant to AFL-CIO President George Meany, said the basic protections of the National Labor Relations Act have been eroded over the years. He attributed the setbacks to systematic employer coercion, intimidation and harassment and unequal application of a weakened law.

"The right to organize and bargain collectively—the law of the land for some 42 years and as fundamental to democracy as the Bill of Rights—is as far away today for millions of workers as it was before passage of the Wagner Act," Donahue said.

"Those who have always placed property rights ahead of human rights continue to oppose their employees' attempts to exercise their right to representation through legal, illegal or extralegal methods at their command."

As a result, Donahue told the seminar on "The Duty of Fair Representation" that for more than 50 million American workers, there is no opportunity for any kind of representation—fair or otherwise.

Limited enforcement powers of the National Labor Relations Board were strengthened for employers by the Taft-Hartley and Landrum-Griffin amendments to the law, he noted, which imposed prompt, effective, harsh, even vindictive penalties for union violations while preserving the weak and ineffective remedies for employer wrongs.

"Violations of equal severity, of equal damage to the precepts of the law, are therefore treated with unequal punishment."

Donahue said that NLRA can be made to work again by restoring balance to the nation's labor law. In outlining the AFL-CIO program to revamp the law, he called for:

- Representation elections to be held within a specified time period.
- Prompt and enforceable decisions on election results and on the employer's obligation to bargain with the union.
- Preliminary injunctions against firms that fire workers for participating in organizing drives or illegally refusing to bargain after elections.
- Reducing the time required for a final decision in unfair labor practice cases and expanding the NLRB from five to nine members to help speed its rulings.
- Added authority for the NLRB to issue self-enforcing orders.
- Congressional clarification on the "successorship" definition covering the change in ownership of a company.
- Ending federal "subsidies" through government contracts to companies that repeatedly violate the labor law.
- Repeal of Section 14(b) of the Taft-Hartley Act, which allows states to weaken national labor standards.

A.C. Montoya Heads Latin Labor Council

Alfred C. Montoya has been named executive director of the Labor Council for Latin American Advancement by the group's executive board.

Montoya, a staff representative of the Steelworkers since 1967, succeeds Paul Montemayor, who resigned in April 1977 because of poor health.

Montemayor had been director of LCLAA since it was formed in 1973 to assist organized labor's voter registration and other efforts in the Latino community.

Montoya, 56, began his trade union career in 1953 as a translator for the Mine, Mill & Smelter Workers and was an international representative of that union before it merged with the Steelworkers.

Since September 1976, Montoya has been working at LCLAA headquarters as associate director with Montemayor.

Air Dispatchers Affiliate with TWU

The Air Line Dispatchers Association, has ended its life as an AFL-CIO affiliate and its 87 members have merged with Local 540 of the Transport Workers.

The dissolution of ALDA was accepted by the federation's Executive Council on May 4 after the affiliate had notified the AFL-CIO that it had voted in convention to terminate its existence as of Mar. 31, 1977.

The union was chartered by the AFL in February 1947. Current federation records show that it paid per capita on 87 members for the 12 months ending with its dissolution, reflecting a continuing decline in membership and finances.

Meany Calls Proposal Sound:

Labor Backs Carter Plan To Bolster Social Security

(Continued from Page 1)

would have put the heaviest burden on lower-income and middle-income workers, who already have a greater portion of their total pay deducted for future social security and Medicare benefits than persons with higher incomes.

Carter's proposal, similar to a position taken by the AFL-CIO Executive Council early in 1975 and endorsed by the federation's convention, would retain a ceiling on the amount of wages on which workers pay the social security-Medicare tax. But employers would be taxed on the full amount of payroll.

The Administration proposed that this be done in three annual steps, starting in 1979. By 1981, it would bring more than $10 billion a year into the program.

Currently, employers and workers pay the same amount of taxes. The tax rate, of 5.85 percent each, is applied to earnings up to $16,500 a year. No tax is levied on the portion of any salary that exceeds that amount. About 85 percent of persons covered by social security earn less than $16,500.

Health, Education & Welfare Sec. Joseph A. Califano, Jr., told reporters at a White House briefing that corporate profits were expected to rise nearly $900 billion over the next four years. "There's plenty of money on the corporate side" to pay the extra cost without raising prices, he said.

Even more controversial is the issue of general revenue financing, which is bitterly opposed by conservatives.

Actually, the Carter proposal doesn't go as far in that direction as the AFL-CIO and other liberal groups have urged. It is more in the nature of counter-cyclical aid, to compensate for loss of revenue during periods of severe recession.

Under the Administration plan, general revenue funds would be available only in years when the unemployment rate exceeded 6 percent. The higher the jobless rate, the greater the government contribution.

Based on its current projections of unemployment, the Administration estimates this would bring in $6.5 billion in 1978, dropping to $4.3 billion in 1979. The Administration proposed a five-year experiment with such financing, leaving it up to a future Congress to decide whether it should be permanent.

The AFL-CIO has advocated a permanent government contribution that would eventually amount to one-third of the funding of the social security system. But Carter said general revenue funds should be limited to replacing part of the payroll tax revenues "lost during severe recessions."

Government payments for social security benefits are not unprecedented. There was general revenue financing of payments to persons over 72 who were blanketed into the system a decade ago. And the government pays half the premium cost of Medicare's Part B, the voluntary doctor bill insurance.

One important element of the Carter funding package is generally accepted as necessary to avoid rapid draining of the trust funds.

It would modify a technically flawed cost-of-living formula that if left as is would greatly increase the future obligations of the system.

Under the "decoupling" plan, benefits for retirees would continue to be increased to compensate for rises in the cost-of-living. But future benefits for active workers would not be disproportionately greater than the wage-benefit ratio for present retirees.

That change alone will eliminate a large part of the projected deficit in the next century.

Other elements of the Administration plan include:

- Raising the tax rate on the self-employed from the present 7 percent to 7.5 percent. This would restore the pattern that prevailed before 1972.
- Increasing the wage base subject to the social security payroll tax in a series of biennial steps. At present the taxable wage base goes up on a formula tied to average wages. Carter proposes that in 1979 and every other year through 1985 the ceiling on taxable wages be raised an additional $600. The extra tax would fall on the highest-paid workers.
- Advancing the date of a 1 percent increase in the social security tax rate, which under present law would be imposed in the year 2011. Carter asked that one-quarter of the increase be imposed in 1985 and the remainder in 1990.
- Changing the test for beneficiaries in accordance with Supreme Court decisions holding that men and women must be treated alike and thus a husband is entitled to dependency status under his wife's earned benefits even if he had not actually been dependent on her income.

Carter proposed that the law be changed to limit eligibility for dependents' benefits to the spouse with the lowest earnings over the previous three-year period.

- A shift of a portion of the Medicare trust fund to the basic Old Age, Survivors & Disability Insurance fund (OASDI). The Administration linked this shift to enactment of its program to hold down increases in hospital costs.

In his message to Congress, Carter said his proposal would "bring income and expenses into balance in 1978 and keep them that way through the end of the century" and protect the system's integrity beyond then "to the extent we can predict what will happen in the next 75 years."

Vice President Mondale, who announced the program during Carter's absence abroad, said the funding changes are needed to carry out the promise of the social security system.

"The American people have the right to expect that the social security benefits they worked so hard to earn will be there when they need them," Mondale said. "Older Americans shouldn't have to live in fear that their benefits may be reduced or cut off. Younger Americans must be free to plan for their futures."

Government Guarantees Hat Industry Pensions

The Pension Benefit Guaranty Corp. signed its first trusteeship agreement guaranteeing pension benefits for workers under a multi-employer pension plan. The agreement covers 2,700 members of the Hatters & Millinery Workers in three pension plans whose benefits were jeopardized by shrinking funds.

The three plans are the Millinery Workers Retirement Fund, the Millinery Designers, Foremen & Foreladies Local 92 Retirement Fund and the United Millinery Salesmen's Local 98 Retirement Fund—all in the New York City area.

A day after signing the agreement, the PBGC—a self-financed government agency — sent pension checks on May 3 totalling about $1 million to 2,300 retired Hatters & Millinery Workers. The initial checks include back payments on pensions since the funds were terminated on Dec. 31, 1976.

Labor Sec. Ray Marshall, who is also chairman of the PBGC board, said that without the pension protection agreement, the 2,700 participants of the three plans would have received only about 25 percent of their promised benefits.

PBGC was set up under the 1974 Employee Retirement Income Security Act to insure the benefits of more than 30 million American workers covered by private pension plans.

Marshall said the three millinery pension funds were unable to meet obligations because of declining hat sales and shrinking employment in the industry.

Sec.-Treas. Gerald R. Coleman of the Hatters & Millinery Workers traced the problems of the funds to imports, which he said forced 80 percent of the millinery shops in the New York area to shut down.

Coleman said that in the early 1960s, about 200 shops were participating in the pension plans. Today, there are fewer than 40 shops of "any size," he said.

The remaining workers and employers were unable to continue to keep up the payments to meet the commitments of the funds, Coleman pointed out.

Under the trusteeship agreement, PBGC assumes control of the funds' $2.2 million in assets. It also assumes responsibility for administering guaranteed benefits valued at more than $8 million.

Professionals Hail New Role As Department

The newly-authorized AFL-CIO Dept. for Professional Employees is viewed by its predecessor organization as "an opportunity to become even more effective in helping salaried professionals to achieve the economic, political and social recognition they deserve."

Establishment of the department was authorized by the AFL-CIO Executive Council earlier this month at the request of the Council of AFL-CIO Unions for Professional Employees, whose 18 affiliates bargain for more than one million professionals and technicians.

Teachers President Albert Shanker, who is president of the 18-union council, termed approval of department status acknowledgement of the growing importance of professionals in the labor movement.

The new department will be officially chartered after its constitution is drawn up and approved.

At Executive Seminars:

Employers Sharpen Union-Busting Skills

Organized labor's enemies are going to school in increasing numbers.

Their school is the corporate executives' seminar, and their teachers are labor relations "consultants" of the type AFL-CIO President George Meany says "carry briefcases instead of brass knuckles" but whose job is still to "frustrate human hopes and nullify human rights."

How these consultants operate was the subject of a recent Wall Street Journal article by James C. Hyatt.

The article cites the case of Charles L. Hughes, a "behavioral scientist" who last year flew 365,000 miles while giving lectures to businessmen on "How to Maintain Non-Union Status."

Hughes gets paid very well for his efforts, and he does everything he can to promote more business.

"Very clearly," he told one group, "there's a movement on to stay non-union," the Journal article reported. It suggested that the success of such big non-union firms as IBM, Eastman Kodak and Texas Instruments encourages other employers to fight the efforts of their workers to organize.

In the process, however, the Journal notes that "Many employers, knowingly or otherwise, have gone too far in trying to fend off union organizers. They have been accused of illegally discharging employees, threatening to close a plant or to withhold benefits from pro-union workers, or refusing to bargain in good faith with a union."

But, as Hyatt's article notes, only about a third of such unfair labor practice charges even get to a hearing before the National Labor Relations Board.

How an employer can take "full advantage" of the federal labor law is among the subjects Hughes and his cohorts teach.

And they're cashing in, according to the Journal. It reported that Executive Enterprises, Inc., of New York charges $385 for each executive attending its two-day sessions, which have doubled in frequency in recent years to twice a month. And a competitor, AMR International, Inc., also of New York, runs its three-day program two or three times a month at $550 a head.

Hughes doesn't mind the competition; he works for both outfits. The Journal article notes, also, that there are many similar programs being offered by trade associations, law firms and other independent consultants.

The seminar operators essentially sell employers a course on how to erect roadblocks to union organizing drives. They tell how to discourage workers from signing union recognition cards. If an election comes despite a company's efforts to prevent it, they provide ideas on how to win it.

A flyer on the seminar program offered by Executive Enterprises, outlines study topics such as "Winning Organizational Campaigns," and "Training Line Personnel in How to Maintain Non-Union Status." It also offers Hughes's book, "Making Unions Unnecessary," free to each registrant.

In his pitches, Hughes advises employers to promise their workers to "do everything a union will do for them except get a union steward or go to arbitration." In the process, the employer is encouraged to portray unions as money-hungry opportunists and to play up union problems.

Another seminar leader, who often appears on the same program with Hughes, is Alfred de Maria. The Journal quotes him as saying: "The name of the game is to prevent the election and chill the union off."

The increasing ability of employers to "chill the union off" by using the built-in biases and delays of the federal labor law is the driving force behind labor's campaign to overhaul and reform the law.

"A mugging is a mugging, whether it's in a back alley or in a courtroom," Meany said recently. Ironically, he said it at a banquet commemorating the 30 millionth vote in an NLRB election.

CARPENTERS AND FRONTLASH volunteers picket and distribute handbills at a Hagerstown, Md., store in support of the union's strike and four-month boycott against Croft Metals, Inc. The Mississippi company produces fabricated aluminum goods. Frontlash is a youth activist group based in Washington, D.C. The nationwide boycott endorsed by the AFL-CIO resulted from the firm's refusal to negotiate a first contract with Carpenters Local 2280 even though the union won bargaining rights for its employees five years ago. Thousands of handbills have been distributed at stores selling Croft products in Virginia, Maryland, Mississippi, Louisiana, Georgia, and on the West Coast.

OSHA Asked to Strengthen, Speed Proposed Standard on Cotton Dust

Tens of thousands of textile mill workers could be disabled by brown lung disease before even a weak federal cotton dust standard takes effect in seven years, the Clothing & Textile Workers warned.

Testifying at government hearings, several ACTWU members who work in cotton mills and union officials called on the Occupational Safety & Health Administration to issue a safe dust exposure standard immediately.

OSHA is proposing a gradual reduction in cotton dust limits over a seven-year period. It would reduce worker exposure from the current allowable level of 1,000 micrograms of dust per cubic meter of air to 500 micrograms within 90 days after adoption; to 350 micrograms in four years, and to 200 micrograms after seven years.

But even after the lengthy phase-in, ACTWU said, the 200-microgram level is still too high to effectively protect workers from contracting byssinosis — the disabling brown lung disease.

ACTWU Executive Vice President Sol Stetin told the hearing panel the OSHA proposal is a step in the right direction, but that it falls far short of meeting the provision of the federal job safety law to protect workers from hazardous materials.

At 200 micrograms, the proposal "would settle for a permissible level twice as high as the safe level," Stetin stressed.

Based on recent scientific studies, ACTWU Safety & Health Director George Perkel said an immediate reduction to 100 micrograms is needed. He pointed out that findings of a British study showed there was a prevalence of byssinosis among 15 percent of workers who had been exposed to 200 micrograms of cotton dust.

Perkel cited other shortcomings of the OSHA proposal, including:

- Requiring workers to wear respirators for the first seven years to cut down on the inhalation of cotton dust.
- Failure to require the immediate installation of dust controls on textile machines.
- No provision for workers to retain their wage levels if they are transferred to lower-paying jobs because they are disabled by the cotton dust.

Perkel also pointed out that under the OSHA proposal, medical surveillance would be conducted by "company doctors," rather than independent physicians.

ACTWU members who testified at the hearings, said they could not trust company doctors to give an objective diagnosis of their conditions.

The Rev. Lloyd Goss of ACTWU Local 1604 in Canton, Ga., who has worked 25 years in a textile mill carding room, told of an incident he had with a company doctor.

After suffering a respiratory attack while preaching from the pulpit one Sunday, Goss visited the company doctor.

"He told me it might be from coal dust," Goss said. "But I've never been in a coal mine all my life."

Like many fellow workers, Goss said he has never been told by the doctor or company nurse about the dangers of cotton dust.

The ACTWU members also described conditions in the mills with cotton dust often 3 to 4 inches deep —looking much like new-fallen snow. But the tranquility of the scene is destroyed by the roar of the mills and the hacking coughs of the workers.

For workers who have chronic byssinosis, the coughing and spitting-up of cotton dust is not restricted to working hours, Alva Mabe of ACTWU Local 1708 said. For them, the shortness of breath and congestion is often all-night long, resulting in many sleepless nights, Mabe said.

Teachers Back on Job In Two Midwest Cities

Teachers in Kansas City and in Cincinnati returned to their classrooms following disputes over working conditions and contract terms.

In Kansas City, members of Local 691 of the American Federation of Teachers voted to end their seven-week strike that saw nearly 200 arrests and seven jailings of teachers. The vote came on May 8 after a county judge ordered the city board of education to rehire 350 probationary teachers it had dismissed for striking.

The union had sought the no-reprisal injunction as a condition of ending the walkout. Details of a new contract are being negotiated under court supervision.

The determined Kansas City strikers received broad support both locally and nationally from organized labor. AFL-CIO President George Meany, the main speaker at a May 6 labor rally at City Hall, told some 2,500 union members from the Kansas City area that teachers not only have to "educate the children of this nation" but also take care of their own families.

A teacher may have duties different from other workers, Meany observed, "but when he goes home at night he's got the same problem confronting other workers. He's got to raise his children, he's got to put clothing on them, he's got to keep a roof over their heads."

Like other workers, Meany added, teachers "have a perfect right to use the strike weapon, to refuse to give their services if the conditions of work are not satisfactory to them."

AFT President Albert Shanker and Machinists Sec.-Treas. Eugene Glover took the board of education to task for trying to break the Teachers' local. Shanker noted that the board entered negotiations by demanding a 70-minute increase in the work day with no salary increase.

The 1,500 members of the Cincinnati Federation of Teachers ended their four-week walkout on May 10 by approving a new three-year agreement. The pact, providing 9 percent raises the first year and a wage reopener clause, was the first negotiated by AFT Local 1520.

Eastern Flood Victims Aided by Labor's Efforts

One of the worst spring floods to hit the Appalachian region in years spurred organized labor to intensified relief efforts in behalf of hundreds of people made homeless in West Virginia, Virginia, Kentucky and Tennessee last month.

John McManus, assistant director of the AFL-CIO Dept. of Community Services, reported that CSA representatives from many parts of the nation—labor people trained in disaster relief—moved into the hardest-hit areas to assist in rescue operations immediately after the floods occurred during the first week of April.

Working with the American Red Cross, which set up disaster headquarters in Bluefield, W. Va., the labor representatives helped those left stranded and destitute when rain-swollen rivers inundated towns in the hilly Appalachians. An estimated 28 persons were killed by rain and wind storms that hit the region.

The worst flooding was in southern West Virginia and eastern Kentucky, where the Cumberland, Big Sandy and Kentucky rivers topped floodwalls built to protect cities. McManus, representing the AFL-CIO, flew over the devastated areas and reported that the flooding was made easier by coal strip-mining operations that left gutters on mountain sides. As a result, torrents of water quickly engulfed tiny hamlets and villages below.

Labor also responded generously with financial aid, McManus pointed out, with over $75,000 in contributions reported as of May 10. The largest single contributor was the Steelworkers, which gave $50,000. The AFL-CIO contributed $10,000, the International Brotherhood of Electrical Workers, $3,000, and the Plumbers & Pipefitters, $1,500.

Contributions of $1,000 each came from the Paper Workers, Railway Carmen, Service Employees, and the National Maritime Union. The unaffiliated Teamsters gave $5,000.

Labor and Inflation

THE AFL-CIO is very deeply concerned about inflation. Working people and their families are among its chief victims. So the AFL-CIO supports realistic anti-inflation programs. But we insist that the foundation of such a program must be full employment and full production that will produce a balanced economy.

Full employment reduces inflationary pressures resulting from under-utilized plant and equipment and an underemployed workforce. Today's high levels of unemployment and unused capacity impose heavy cost pressures upon all segments of the economy. More rapid economic growth will result in sharper productivity gains and lower unit costs.

A major cause of unemployment and idle capacity has been the nation's import policy which has left the door open to job destruction and injury from imports in an increasing number of industries and communities. The most recent example has been the Administration's refusal to support the findings of the International Trade Commission of injury caused by imports to workers and producers in the shoe industry.

We shall continue to support the development and execution of international trade and investment policies which are fair to America's trading partners and fully consistent with the nation's domestic needs for jobs and economic growth.

In addition to full employment, the AFL-CIO supports other anti-inflation programs, including adequate governmental planning and development and allocation of scarce resources to forestall future shortages and bottlenecks. We also support antitrust action to encourage competitive pricing throughout the economy. Strict enforcement of antitrust laws must be a major element in encouraging real competition.

The Council on Wage & Price Stability has proved to be a completely ineffective anti-inflation mechanism. It has given no attention to the real causes of inflation, like the inflationary impact of the tight-money, high-interest policies of the Federal Reserve Board and its so-called inflation impact statements have been open attacks on social welfare programs—notably occupational safety and health standards—by placing a dollar price tag on the lives and wellbeing of workers.

WE COMMEND President Carter's rejection of wage and price controls. We oppose all forms of controls, including jaw-boning, guidelines, guideposts, pre-notification requirements or any other back-door approach.

Experience shows that it is easy to control wages, but impossible to control prices without the establishment of a major policing apparatus. Every employer becomes the enforcer of the wage control mechanism, but consumers cannot enforce price controls and the government has refused to provide the necessary mechanism.

We endorse the voluntary, non-official, labor-management cooperation with the President and his advisers provided by the Labor-Management Group which includes members of this Executive Council. In response to the President's request, the Labor-Management Group will cooperate on a broad range of economic policy issues, including job creation and reduction of inflation. In the discussions of the group, the labor members will be stressing that job creation is fundamental to the solution of all of the nation's economic ills.

—From a statement on the national economy adopted by the AFL-CIO Executive Council May 4, 1977.

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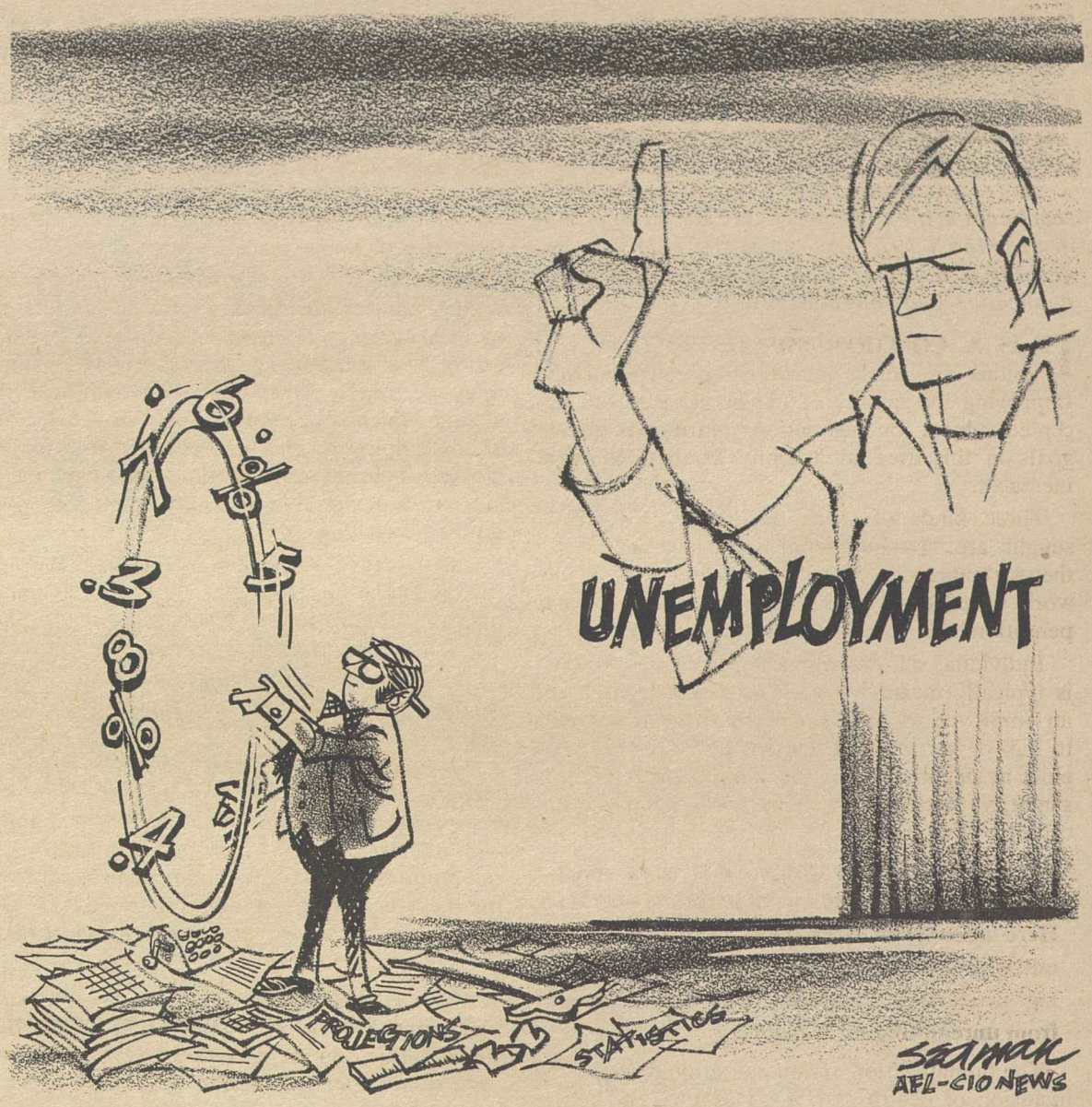

Watergate Revsited:

Avarice and Alibis Once Again Mark Nixon's Bid for Attention

By Gus Tyler

EVER SINCE WATERGATE, whenever the name of Richard M. Nixon appeared on page one, it was bad news.

On May 1, his name reappeared on the first page of the New York Times. And it was, as might be expected, more bad news. The Times disclosed that there are still more tapes that had not been revealed till now. The tapes show that Nixon knew about Watergate long before John Dean had, by Nixon's testimony, broken the news to the President. He was ready to have high officials commit perjury. He was consciously conspiring to obstruct justice.

The latest information merely confirms the general conclusions of the House Committee to impeach Nixon. The new tapes merely fill in a few more details.

The Times was prompted to print the damning stuff because "Mr. Nixon had refused, for the most part, to concede culpability in the Watergate affair in interviews with David Frost" that were prepared for national telecast. The story came on the heels of a statement by Leon Jaworski, special Watergate prosecutor, that he would release materials on Nixon if the ex-President did not come clean on the interviews.

So Nixon is back on page one. And that's too bad.

By now, Watergate should be behind us. Nixon resigned. Ford pardoned him in advance. For both his own and the nation's good, Nixon should have withdrawn into merciful obscurity.

But Nixon would not have it so. Whatever demon possessed him through the years was still within him. First, no doubt, there was the temptation of money — a teaser that Nixon seems to have difficulty denying.

Second, here was a chance for Nixon to tell his story, perhaps to place the blame elsewhere. He could do so outside the witness stand, without oath or cross-examination.

But, as in so much else that Nixon did over the years, his avarice and alibis proved to be his undoing. Once more, he has delivered himself up to public contumely.

As I thought about the newest chapter in the Nixon tragedy, I was reminded of a little-read play by Sophocles, "Oedipus in Colonus." It follows the tragedy of Oedipus Rex, the king who unwittingly killed his father and married his mother and who, out of a sense of personal guilt and a need to lift the curse on his land, blinded himself and drove himself into exile.

In the alien land of Colonus, this man who did penance for his guilt—albeit his crimes were unintentional — became a sainted being who was dramatically admitted to heaven for his innate morality.

TO NIXON, the interview with Frost offered a moment for greatness. The ex-President could have admitted all. He could have bared his soul with its weaknesses to the many temptations that corrupt us all. He could have been Everyman, publicly paying the painful price for the way of all flesh. He could have won our understanding, our sympathy, even our admiration.

Out of the depths, he could have risen to greatness. But instead, he acted like Nixon—out to fool the world again.

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'The Label Is Important'

The union label and words like "Made in USA" still mean something important to millions of Americans. They mean something important to me. And, as Secretary of Labor, I intend to try to do something to prevent quality union-made goods from being driven off the shelves of American stores.

I'm concerned about how many misconceptions otherwise intelligent people have about what is called "free trade."

I think it is possible to explain to the American people what working conditions are like in other countries. I think the American people can understand the difference between giving jobs to American workers and subsidizing the owners of companies that live off the sweat of ill-paid foreign workers.

—Labor Sec. Ray Marshall at AFL-CIO Union-Industries Show, Kansas City, Mo., May 6, 1977.

World of Work Report:

Unions Advance Quality of Life Through Collective Bargaining

This article by Dr. Jack Barbash, professor of economics at the University of Wisconsin, appeared in the March 1977 issue of World of Work Report. It is reprinted with the permission of the publication and the author.

IT IS A COMMON MISCONCEPTION that unions are solely interested in more money. Improving the quality of life has become an accepted subject for negotiation, and unions pursue goals in this area as ardently as they do wage increases.

Three kinds of work quality goals typically sought are: 1—Individual self-determination in the workplace. 2—Protection against disagreeable work conditions. 3—The humanization of compensation.

Individual self-determination is central to what is typically meant by work quality—the right of an employee to have some say in what happens to him or her at work. Unions enhance this principle by negotiating for specific job rights such as seniority, discharge for cause, and grievance procedures without fear of reprisal.

Protection against disagreeable work conditions means making the work itself less onerous. Here unions seek to safeguard health and safety on the job, ease the pace of work by negotiating production standards, and provide relief from unremitting work regimens.

The humanization of compensation refers to the inclusion of health care, paid leisure, and retirement benefits into the compensation structure so that it more closely meets the longer-run costs of human "maintenance." It is in contrast to piecework and the hourly wage, and is aimed at the quality of the worker rather than of work—but one is inconceivable without the other.

In addition to these goals, particular craft and professional unions often address themselves more directly to their own work quality. The printing and building trades, for example, seek to preserve the wholeness of their trades from excessive specialization. Unions in the arts—actors, musicians, lithographers—actively participate in elevating the states of their respective professions.

In a sense the collective bargaining process itself enhances the quality of working life. An agreement which is based on the rights and powers of two sides in an adversary relationship is more personally satisfying to an employee than a claim which is dependent solely on the goodwill of the employer. This is especially true for employees in lower classifications who are not accustomed, or not able, to assert rights and powers on their own.

One area of work quality improvement that unions in the United States do not often participate in is that of formal job enrichment. Initiative for job enrichment programs invariably comes from top management, while unions, if they are asked to participate at all, remain very junior partners.

The partnership structure itself is largely incompatible with the bargaining effectiveness of unions, based as it is on an adversary relations with management. Moreover, unions have serious reservations about job enrichment programs, seeing them as a means to induce extra effort without proper compensation, and as a way to eliminate the unions themselves.

Increased commitments to job enrichment programs should be a goal for all unions. But before this can be accomplished, some broad conditions must be met.

First, basic wage and security conditions must be settled, which implies a full employment situation.

Second, the parties on both sides must be convinced of the worthiness of the quality-of-work ethic.

And third, because job enrichment programs represent an advanced stage of industrial relations, there must exist between union and management a balance of trust as well as a balance of power.

Labor Dept. Jurisdiction:

Speedy Enactment Expected Of Improved Mine Safety Law

A NEW MINE SAFETY law with updated regulations and effective enforcement provisions will be enacted within the next month, Legislative Director John J. Sheehan of the Steelworkers predicted.

Sheehan noted that companion mine safety bills, which have the strong support of the Carter White House, are ready for floor action in both the House and Senate. Similar legislation was stalled in Congress last year by the threat of a veto from former President Ford.

Questioned on the radio interview Labor News Conference, Sheehan pointed out that both bills transfer implementation and enforcement of mine safety from the Interior Dept. to the Labor Dept., a key provision sought by the Steelworkers, the Cement, Lime & Gypsum Workers, the Oil, Chemical & Atomic Workers and other unions that represent most of the nation's 400,000 miners.

Because the Interior Dept.'s focus is primarily upon production, "safety takes a back seat," he observed.

Sheehan said that upgraded protection for miners is a critical step as the nation puts more emphasis on uranium, coal and other extracted materials as energy sources. He said there has to be assurance that "the lives of miners will not be exploited" in meeting the energy crunch, as well as safeguards for the environment.

He said the Administration consistently supported that principle as the legislation, which will cover mining operations ranging from coal and iron ore to sand and gravel in every state, took shape on Capitol Hill.

"We also feel . . . that the staffing in the Interior Dept., the mine safety law agency, has been by representatives of the corporations," Sheehan said. "We just feel that we have never really had proper personnel nor a proper mission within the Interior Dept. to bring about strong implementation of a safety law for workers in this country."

The 1969 Coal Act set up a procedure under which the federal government was given responsibility for the safety of miners, he noted. It also set up a system for coal mine inspections, and provided penalties for violations. Sheehan said the federal government now "should look at all mines the same way."

The public has heard much about the black lung disease that coal miners are subject to, he said, but they may not know that hard-rock miners are subjected to many more types of toxic materials than coal miners.

"For instance, they are subjected to asbestos, and we are hearing a great deal about asbestosis," he said. Arsenic—another hazard—is a very toxic material, and carcinogenic. Uranium also. With the new emphasis upon energy, we are going to be expecting very accelerated operations in the uranium fields. Workers are subjected to exposures in the uranium mines. Beryllium is a very toxic substance.

"We've seen recently that workers up in the taconite fields are being subjected to an asbestos-bearing taconite. So, we have many kinds of exposures, in the mines, and these are very serious threats to the health of hard-rock miners."

Administration spokesmen already have testified very strongly in favor of upgrading the level of protections that are in the 1969 Coal Act, Sheehan noted. He said opposition will come primarily from the American Mining Congress and, to some degree, from the National Coal Association.

Questioning Sheehan on the AFL-CIO-produced public affairs program were Drew Von Bergen of United Press International and Justin McCarthy of Press Associates, Inc.

By Press Associates, Inc.

PRESIDENT CARTER has told congressional leaders that the energy program will require a total of 113 legislative proposals and that the proposals can be understood "only if they focus on the broad spectrum."

That "broad spectrum" rests on the premise that there is an energy crisis. Once the people are convinced that the crisis is not another oil industry ripoff, the President and the Congress can move ahead. They will face the tough problem of how to fashion a meaningful legislative program that will result in the nation conserving its energy resources, developing new sources and, most of all, putting together laws that will not place an inequitable economic burden on working people.

One of the most comprehensive analyses of the President's energy proposals so far—and just about the only one Washington writers have seen that speaks for ordinary consumers—is that of the AFL-CIO.

The AFL-CIO looked over the President's program and found more pluses than minuses. Labor agrees especially with Carter on the necessity for conservation of America's rapidly depleting oil and natural gas reserves, on the necessity to develop new energy sources and to utilize the nation's vast coal reserves.

What labor does not like—because of what would happen to consumers and the working people that unions represent—is the mixed bag of pricing and taxing proposals. These proposals delegate to the Arab and other oil-producing nations that make up the Organization of Petroleum Countries (OPEC) the power to determine domestic energy prices.

Even James Schlesinger, the President's energy assistant, admits that there is no such thing as a "free market" for world oil and that world oil prices are "administered" and always have been.

There is no magic answer as to how to overcome this situation. But the problem cannot be solved by domestic economic measures alone. "To cope with this issue," the AFL-CIO says, "oil imports and allocation should be taken out of private hands and placed in the hands of the federal government."

THERE IS AGREEMENT with Carter's call for a National Energy Information System so that the federal government would be able, by law, to put together accurate statistics and reports on energy supplies and reserves, something that is now controlled by the oil companies.

These two actions—government control of oil imports and allocation and government control of energy data—if pushed by Carter and adopted by Congress would go a long way toward convincing the American people that the crisis is real and that the federal government was serious about dealing with it.

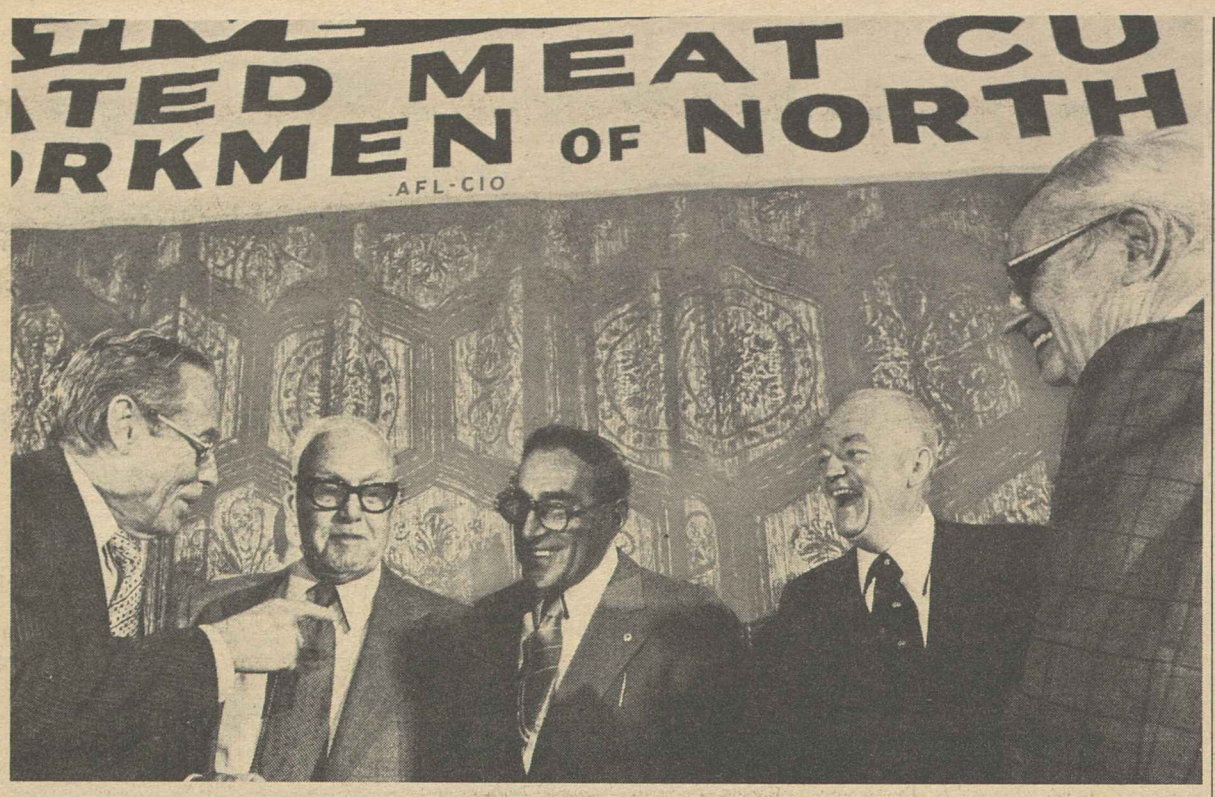
High taxes on gas-guzzling automobiles and on gasoline will not promote conservation. Rather, the AFL-CIO says, the American automobile manufacturers should be made to build more energy-efficient cars.

This can be done and it ought to be done. Otherwise a lot of working people—who can't afford big, expensive, gas-guzzling cars—are going to buy imported, cheaper, energy-efficient Japanese and West European cars at the expense of American jobs.

And a lot of other things could happen to the American economy—especially to the jobs of American workers—unless Carter and the Congress can put together an equitable program. It will be a long, tough job that will require more than patriotic acceptance by the American people.

People may grumble but they will go along if the program is fair. And that is going to mean getting a lot tougher with the big energy companies than has been so far advocated by the President.

BEEFED-UP federal mine safety and the enforcement machinery to make it work will be on the statute books by the end of June, Steelworkers Legislative Director John J. Sheehan, center, predicted on Labor News Conference. Questioning him were Justin McCarthy, left, of Press Associates, Inc., and Drew Von Bergen of United Press International. The weekly radio interview is produced by the AFL-CIO as a public service.



OPENING DAY SPEAKERS at the Meat Cutters' legislative conference—AFL-CIO President George Meany and Sen. Hubert H. Humphrey (D-Minn.)—are greeted by union officials: President Harry R. Poole, left; Vice President Leon B. Schachter, center, and Patrick E. Gorman, chairman of the board, right. The three-day conference in Washington drew more than 450 participants.

House Bill Adds Funds To Assist Older Cities

(Continued from Page 1)

subsidies for low-income families and for new public housing construction. It would feed into the housing pipeline $1.2 billion in additional contract authority in the 1978 fiscal year, starting next Oct. 1. The outlays would eventually provide 400,000 additional housing units, of which 56,000 would be direct public housing. It also continues operating subsidies for existing public housing projects.

The House passed the bill, 369-20, sending it to the Senate where a similar measure is being marked up by the Banking, Housing & Urban Affairs Committee.

In other congressional developments:

- The House Government Affairs Committee approved by a single vote a bill to establish an independent agency to represent consumer interests before government regulatory agencies.

The legislation is strongly supported by the Administration, labor and consumer organizations but the narrow 22-21 margin of approval reflected strong opposition from business organizations. There is substantially less opposition in the Senate, where a companion bill won a 10-2 committee endorsement.

- President Carter's labor-supported proposal to allow voter registration at the polls on Election Day won 17-8 committee endorsement in the House and a 5-4 Senate committee approval. Republicans had sought to kill it on the basis of an internal Justice Dept. memorandum, warning of increased possibility of fraud.

Attorney Gen. Griffin Bell wrote the chairmen of the House and Senate committees that no system that encourages voter participation is "completely foolproof" against the possibility of fraud, including present laws. But he stressed the bill's safeguards and urged its adoption.

- The Senate joined the House in approving legislation designed to sharply restrict compliance by U.S. firms with the Arab boycott of Israel—and of firms doing business with Israel. On the 90-1 vote, only Sen. Jesse Helms (R-N.C.) opposed the bill. A House-Senate conference will be needed to reconcile minor differences.

- A House-Senate conference committee agreed on a resolution setting preliminary budget targets for the fiscal year starting next Oct. 1. The overall spending estimates are close to the Administration's proposals, with somewhat more funds than the President requested for domestic programs but lower outlays for defense.

More detailed budget guidelines will be adopted by Congress later in the session, and the final figures will serve as a ceiling on federal spending.

NAACP Calls For Revision Of Hatch Act

(Continued from Page 1)

to achieve full political rights to the civil rights movement's struggle for full voting rights for blacks.

The strong NAACP endorsement was seen as counteracting an unexpected attack on the bill from Common Cause, the nonpartisan lobbying organization founded by John W. Gardner. Its opposition to lifting political restrictions on government workers had lent a semblance of respectability to the massively financed campaign by right-wing and anti-union groups.

An 18-7 majority of the House Post Office & Civil Service Committee approved the bill which:

- Affirms the right of federal employees to participate voluntarily in political activities, with certain exceptions for persons with decision-making, supervisory authority in sensitive areas such as government contracts and tax audits.

- Prohibits anyone in official authority from pressuring employees to take part in political activity, bars solicitation of political contributions from government employees by a supervisor, and prohibits political activity at work or in federal buildings.

- Directs the Civil Service Commission to set up a program to inform federal employees of their right to political participation.

In its report to the House, the committee said its bill had been shaped in consultation with the Carter Administration and "enjoys far broader support than similar legislation which was passed by the last Congress."

That bill was killed by President Ford's veto, and its enactment this year is a top priority "unfinished business" goal of the AFL-CIO.

The House is scheduled to act on the legislation on May 18.

Democrats Reminded of Party Pledges

(Continued from Page 1)

paign pledge that he would fight for adequate wages for deprived workers, Meany asked, "who would ever have dreamed that eight months later Mr. Carter would be trying to put the brakes on the minimum wage and lock underpaid workers in lives of permanent poverty?"

Meany pointed out that the $2.50 hourly minimum wage the Administration proposed is proportionately less than what Carter had received as a teenage worker.

In the 1930s, the 40-cent minimum was about two-thirds of the average manufacturing wage, Meany noted. The proposed $2.50 minimum works out to about 48 percent of the average manufacturing wage.

"There is little hope of getting the minimum back up to two-thirds of the average," Meany said, but the AFL-CIO is pressing to index the minimum to 60 percent of the average manufacturing wage.

Meany called on the 450 delegates to press the fight for a fair minimum wage and for the other key legislative goals during Capitol Hill visits with their congressmen and senators.

Meat Cutters President Harry R. Poole told the conference participants that if they expect to push through labor's agenda they must exert "public pressure" to offset the "anti-people and anti-worker" interest groups that lobby Congress constantly.

"Your voices will help counter those six pages of the listings in the Washington directory for the vested interests and the big corporations," Poole said. "Your voices speak for the people, and you must be heard."

Sen. Hubert H. Humphrey (D-Minn.) reminded conference participants of the nation's fundamental need for a full employment program and a federal commitment to revitalize cities.

Humphrey noted that organized labor played a vital role in the election of the Democratic congressional majority and a new Democratic President.

"The American people owe you their gratitude," he said. "The Democratic Party owes its thanks. The President of the United States owes you his continued friendship and support.

"And don't let any of us forget it."

Job, Housing Issues:

AFL-CIO Scorecard On Votes in Senate

Three recent Senate rollcalls were important to labor's program. Senators who supported the AFL-CIO position are marked R for right, and wrong votes are W. An absent senator is A, unless paired right (PR) or paired wrong (PW).

VOTE NO. 1 was on an amendment to the economic stimulus appropriations bill. The AFL-CIO strongly opposed the amendment by Sen. Richard S. Schweiker (R-Pa.), which would have slashed funds for public service jobs programs, thereby preventing the planned expansion of the program from the current level of 310,000 jobs to 750,000 jobs. The job-cutting amendment was beaten, 47-32, on May 2.

VOTES 2 and 3 added to the Senate's budget target for the next fiscal year the funding authority sought by the Administration for an expanded housing program. The labor-supported amendments were proposed by Senators William Proxmire (D-Wis.) and Edward W. Brooke (R-Mass.). Vote No. 2 added $500 million for a new community development program keyed to helping economically depressed older communities. The margin was 68-28. Vote No. 3, 57-39, restored $6.2 billion in budget authority for housing assistance programs. The money would not be spent until future years, but the budget authority would get the pipeline going. Both votes were on May 4.

Democrats

Abourezk (S.D.)	R	A	A	Johnston (La.)	R	W	W
Allen (Ala.)	W	R	W	Kennedy (Mass.)	R	R	R
Anderson (Minn.)	R	R	R	Leahy (Vt.)	R	R	R
Bayh (Ind.)	A	R	R	Long (La.)	R	R	R
Bentsen (Tex.)	R	R	R	Magnuson (Wash.)	R	R	R
Biden (Del.)	R	R	R	Matsunaga (Hawaii)	R	R	R
Bumpers (Ark.)	W	R	R	McClellan (Ark.)	W	R	W
Burdick (N.D.)	R	R	R	McGovern (S.D.)	A	R	R
Byrd, Harry (Va.)	W	W	W	McIntyre (N.H.)	A	R	R
Byrd, Robert (W. Va.)	R	W	W	Melcher (Mont.)	R	R	R
Cannon (Nev.)	R	R	R	Metcalf (Mont.)	R	R	R
Chiles (Fla.)	W	W	W	Metzenbaum (Ohio)	R	R	R
Church (Ida.)	A	R	R	Morgan (N.C.)	PW	A	A
Clark (Iowa)	A	R	R	Moynihan (N.Y.)	A	R	R
Cranston (Calif.)	R	R	R	Muskie (Maine)	R	W	W
Culver (Iowa)	A	R	R	Nelson (Wis.)	R	R	R
DeConcini (Ariz.)	A	W	W	Nunn (Ga.)	W	R	W
Durkin (N.H.)	R	R	R	Pell (R.I.)	R	R	R
Eagleton (Mo.)	R	R	W	Proxmire (Wis.)	W	R	R
Eastland (Miss.)	A	W	W	Randolph (W.Va.)	PR	R	R
Ford (Ky.)	R	R	R	Ribicoff (Conn.)	R	R	R
Glenn (Ohio)	R	R	R	Riegle (Mich.)	R	R	R
Gravel (Alaska)	W	R	R	Sarbanes (Md.)	R	R	R
Hart (Colo.)	R	R	W	Sasser (Tenn.)	R	R	R
Haskell (Colo.)	A	R	R	Sparkman (Ala.)	W	R	R
Hathaway (Maine)	R	R	R	Stennis (Miss.)	W	W	W
Hollings (S.C.)	W	W	W	Stevenson (Ill.)	A	R	R
Huddleston (Ky.)	R	R	R	Stone (Fla.)	R	R	R
Humphrey (Minn.)	R	R	R	Talmadge (Ga.)	R	R	W
Inouye (Hawaii)	A	R	R	Williams (N.J.)	R	R	R
Jackson (Wash.)	R	R	R	Zorinsky (Neb.)	R	R	R

Republicans

Baker (Tenn.)	A	W	R	Javits (N.Y.)	R	R	R
Bartlett (Okla.)	A	W	W	Laxalt (Nev.)	W	W	W
Bellmon (Okla.)	R	W	W	Lugar (Ind.)	W	R	W
Brooke (Mass.)	R	R	R	Mathias (Md.)	R	R	R
Case (N.J.)	R	R	R	McClure (Ida.)	W	W	W
Chafee (R.I.)	A	R	R	Packwood (Ore.)	R	R	R
Curtis (Neb.)	W	W	W	Pearson (Kans.)	A	W	W
Danforth (Mo.)	W	R	R	Percy (Ill.)	A	R	R
Dole (Kan.)	W	W	W	Roth (Del.)	W	W	W
Domenici (N.M.)	W	W	W	Schmitt (N.M.)	W	W	W
Garn (Utah)	A	W	W	Schweiker (Pa.)	W	W	W
Goldwater (Ariz.)	A	A	A	Scott (Va.)	W	W	W
Griffin (Mich.)	W	R	W	Stafford (Vt.)	R	R	R
Hansen (Wyo.)	W	W	W	Stevens (Alaska)	W	R	W
Hatch (Utah)	W	R	W	Thurmond (S.C.)	W	W	W
Hatfield (Ore.)	R	R	R	Tower (Tex.)	W	W	W
Hayakawa (Calif.)	W	W	W	Wallop (Wyo.)	W	R	W
Heinz (Pa.)	R	R	R	Weicker (Conn.)	R	A	A
Helms (N.C.)	W	W	W	Young (N.D.)	W	R	W

NLRB to Cover Law Firms

Employees of law firms have the right to organize into trade unions, the five-member National Labor Relations Board ruled as it unanimously asserted jurisdiction over law firms as a class of employers.

Reversing a 1973 NLRB decision in which it declined to assert jurisdiction over a large Los Angeles law firm, the board said it will now accept labor relations cases of law firms and their employees if the employer's operations have sufficient impact on interstate commerce. An appropriate jurisdictional standard for law firms — annual dollar volume of business— will be established, the board said.

The decision flowed from a proceeding involving a Boston law firm. An unaffiliated union, the United File Room Clerks & Messengers, had filed a petition for a representation election among the firm's clerks and messengers in 1975. The NLRB regional director in Boston dismissed the petition without a hearing, citing the board's Los Angeles decision. In that case, the NLRB majority declined to assert jurisdiction on grounds that the law firm's connection with the flow of commerce was "incidental."

In overturning that decision, the NLRB cited a 1975 Supreme Court antitrust ruling that certain legal service was a commercial activity within the Sherman Act's ban of activities in restraint of trade.

Meany Affirms Labor's Goals:

32nd Union-Industries Show Highlights America's Skills

Kansas City—The skills and products of America's union members were displayed to an estimated 200,000 visitors who thronged the Bartle Exposition Hall for the 32nd edition of the Union-Industries Show.

AFL-CIO President George Meany set the tone at opening day ceremonies, terming the 400 exhibits a "representation of the American industrial system, where free labor and free management combine to produce the good things of life for the American people."

Labor Sec. Ray Marshall also joined in the opening of the show, put on each year by the AFL-CIO Union Label & Service Trades Dept. in cooperation with affiliates and employers.

Meany told the opening day visitors that American workers don't fear competition with labor in other countries "if that labor is paid a fair and decent wage and if that labor is freely given."

What they do resent, he observed, is the exportation of their jobs by American multinational corporations.

"We see products in our marketplaces made overseas with the aid of American technology and capital, with American machinery, made in fact with everything except American labor," Meany pointed out.

"These companies seek out cheap foreign labor to make products, and then bring these products back to sell in the United States. And from what we can see, this is of no real benefit to the consumer because these products, made with cheap labor, are wearing price tags just as high as those made by American labor. Well, we are not going to stand by and see American jobs wiped out."

Meany concluded with a call for enactment of labor's legislative goals.

"There is no more important item on that list," he emphasized, "than one which has no direct effect on our membership . . . a decent minimum wage.

"At this AFL-CIO Union-Industries Show," he said, "you will not see products made by minimum wage workers. You will see goods and services provided by workers who are representatives of American labor's full participation in the American system.

"But we will not be satisfied until all American workers and their jobs are protected and until all American workers receive the decent wage which enables them to share in the wealth of the American system represented here today."

Show visitors were treated to an array of colorful displays and demonstrations during the six-day free exposition which embraced virtually every craft, skill and service of AFL-CIO union members.

The Bakery & Confectionery Workers showcased their virtuoso cake decorators, and GBBA's veteran glass bottle blowers practiced their ancient craft in an exhibit that explained how glass is made today.

The Barbers & Beauticians' "customers" enjoyed the advantages of patronizing a union shop. Members of the Hotel & Restaurant Employees displayed ice carvings and their culinary and catering specialties while the Kansas City membership of the Musicians provided a continuous musical sampling of their talents.

The theme of the show has always been labor-management teamwork, and among the many examples of this were exhibits of the Allied Industrial Workers, the Stove & Furnace Workers, and the Oil, Chemical & Atomic Workers, all prepared in partnership with employers. Representative of the increased emphasis on buying American-made products was the Boot & Shoe Workers' presentation of quality footwear.

The Molders offered a "Union Label Slot Machine" game which awarded prizes to lucky visitors who rung up a row of union labels.

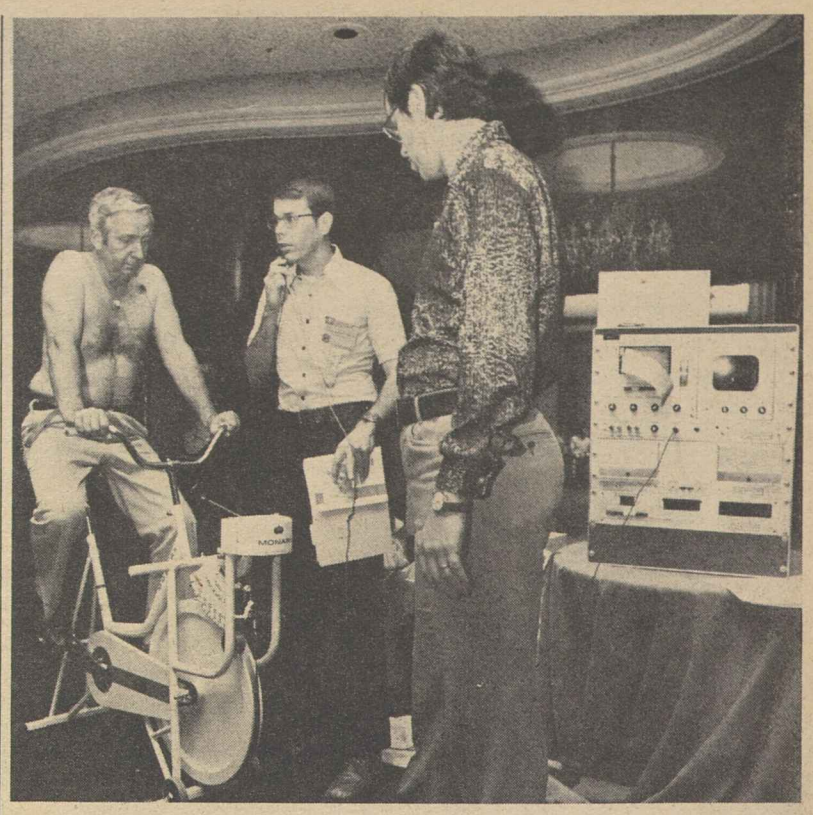
Those gifts were part of the more than $100,000 in prizes and samples given away at the show, including tobacco products from the Tobacco Workers, food products from the Grain Millers and seafood products from the Cannery Workers, a division of the Seafarers which also used the show to explain their proposals for safe tuna fishing without harm to porpoises.

A live steer was the featured giveaway of the Meat Cutters exhibit, where demonstrations of meat preparation were accompanied by consumer advice and prizes of meats.

The building and construction trades focused on their specialized skills. Sheet Metal Workers made colonial copper lanterns. A carpenter worked on wood sculpture. The Painters celebrated their 90th anniversary with the union's seal engraved in plate glass and an art gallery of members' paintings which included a work by Meany, whose own union, the Plumbers & Pipe Fitters, featured a member engaged in metal sculpture.

Among other colorful exhibits were the United Textile Workers' array of textile products, Machinists' displays ranging from the landing gear and engine of a TWA 747 to cookware, and the Theatrical Stage Employees' demonstration of stage set design and fabrication.

The most common home fire hazards were the centerpiece of the Fire Fighters' lively exhibit. Elsewhere in the public employee sector of the show, the Postal Workers and Letter Carriers joined the U.S. Postal Service in presenting an authentic antique Kansas City Post Office in full working order.



STRESS TEST is taken by a Fire Fighter to help determine a physical fitness standard to meet the rigors of fire fighting. The tests were a part of a three-day symposium sponsored by the IAFF and the National Fire Prevention & Control Administration.

Fire Fighters Explore Health, Injury Hazards

Efforts to reduce high risk factors of death, disabling illness and injury in the fire service were reinforced with the results of a new study into the physical fitness requirements of Fire Fighters.

The study is the first of its kind to scientifically measure the effects of fire fighting on the heart, lungs and muscles. The findings are expected to have broad implications on the occupational health and longevity of Fire Fighters and others in jobs requiring severe physical stress.

The results of the study were disclosed at a three-day symposium jointly sponsored by the IAFF John P. Redmond Memorial Fund and the National Fire Prevention & Control Administration (NFPCA). Nearly 500 IAFF representatives from all parts of the country attended the conference.

IAFF President William H. McClennan and NFPCA Administrator Howard D. Tipton termed the findings of the study a major breakthrough in efforts to solve the problem "of unacceptably high death and injury rates for fire fighters."

McClennan pointed out that the fire service, with a death rate of 90 per 100,000 workers, has been classified by the Labor Dept. as the most hazardous occupation in the nation — about six times greater than that of all industries.

He noted that heart attacks are the chief killer of fire fighters. Citing statistics from an earlier IAFF study, McClennan said that of 101 deaths in the line of duty, 45 were attributed to heart attacks. The remainder resulted from building collapse, burns, smoke inhalation, apparatus accidents, electrocution and equipment failure.

A prime focus of the new physical fitness study was on heart rate responses to a series of physical performance tests simulating fire fighting activities.

The study was conducted at the University of Maryland Sports Medicine & Physical Fitness Center and financed by a grant from the NFPCA.

Tipton suggested that the findings of the Maryland study could possibly lead to the development of a national standard of fitness requirements for fire fighters.

McClennan and Tipton agreed that additional fire fighting standards are needed to deal with hazards of toxic fumes apparatus breakdowns and personal equipment, including fire coats, helmets, boots and respirators.

Workshops and general sessions during the three-day symposium explored a wide range of problems fire fighters face in combatting hazards in the line of duty.

The Redmond Fund, which helped finance the symposium, is named for the late president of the IAFF who died of a heart attack while attending the 1957 AFL-CIO convention.

'Ability Counts' Essays Win Honors for Students

The five national winners of the 1977 "Ability Counts" high school essay contest, along with 37 other state winners, were honored at a luncheon session of the annual meeting of the President's Committee for the Employment of the Handicapped.

The luncheon was a highlight of the committee's two-day Washington meeting which took place just three weeks before the opening of the White House Conference on Handicapped Individuals.

The contest winners, writing on the theme "Handicapped People and Affirmative Action," attended the luncheon as guests of the AFL-CIO. In addition, the federation provided the high school juniors and seniors a bus tour of Mount Vernon, Arlington cemetery and other points of interest. Their trips to Washington were sponsored by AFL-CIO state central bodies.

Harold Russell, chairman of the President's Committee on Employment of the Handicapped, joined President Robert Petersen of the Greater Washington Central Labor Council in welcoming the winners.

Russell, along with Kathryn Cade, a special representative of Rosalynn Carter, the President's wife, hailed the AFL-CIO for its continuing fight against employment discrimination of handicapped workers. Russell recalled the early efforts of Gordon Freeman, former president of the International Brotherhood of Electrical Workers, President-Emeritus Hunter Wharton of the Operating Engineers, and others from organized labor in promoting job opportunities for the handicapped.

The five top essayists shared a total of $3,750 in prizes donated by the Disabled American Veterans. Anita Lian of Omaha, Neb., won first prize of $1,500. Other winners were James Hoffman of Remville, Minn., second prize, $900; Todd Ailts, Marshalltown, Iowa, third prize, $600; Lauren Greenwade, Roswell, N. Mex., fourth prize $450, and Elayne Treese, Glenside, Pa., $300.

WINNERS OF THIS YEAR'S "Ability Counts" high school essay contest were welcomed at an awards luncheon in the nation's capital by Harold Russell, chairman of the President's Committee on Employment of the Handicapped, left, and President Robert Petersen of the Washington, D.C., Central Labor Council. Guests of State AFL-CIO organizations in their home states, the students are, left to right, James Hoffman, Remville, Minn., second-prize winner; Todd Ailts, Marshalltown, Iowa, third-prize winner, and Anita Lian, Omaha, Neb., first-prize winner. Each of the state winners received a copy of a book on the history of the nation's presidents.

'Not Enough,' Meany Says:

Unemployment Rate Drops to 7 Percent

(Continued from Page 1)

stagnate," Meany warned.

BLS Commissioner Julius Shiskin, reporting on the April unemployment figures to the Joint Economic Committee of Congress, said that "even at the reduced rate" of 7 percent "total unemployment remains at an unprecedentedly high level for this stage of economic expansion."

The number of persons holding jobs in April rose by 548,000 to 90,023,000, the first time that total employment has climbed above 90 million. The number of unemployed persons declined by 327,000 over the month to 6,737,000. The difference between the drop in unemployment and the increase in the number of jobs was accounted for by a growth of 221,000 in the size of the labor force, to 96,760,000.

The April decline in joblessness occurred primarily among persons who had lost their last job, many of them recalled from layoff, and to a lesser extent among job leavers, BLS said. Although nearly every worker group shared in the downturn in unemployment, most of the reduction took place among adult men whose jobless rate fell from 5.4 percent in March to 5 percent in April.

Teenage unemployment showed its first sign of improvement in over a year as the jobless rate for this group fell from 18.8 to 17.8 percent over the month. The rates for full-time workers and household heads each fell two-tenths of 1 percent, to 6.5 and 4.4 percent, respectively. The jobless rate for adult women also moved down two-tenths of 1 percent, to 7 percent.

Unemployment declined for white workers, from 6.6 to 6.3 percent, and for blacks, from 12.7 to 12.3 percent. The jobless rate for construction workers fell more than two percentage points to 12 percent in April, its lowest level in two and a half years.

The decline in joblessness was greatest for blue-collar workers, with the rate falling to 7.8 percent from 8.3 percent, BLS said. In addition to the drop in total unemployment, there was a small reduction in the number of persons working part-time for economic reasons, 3,174,000, a decline of 102,000 from March.

The number of nonfarm payroll jobs increased by 272,000 in April to 81,644,000. The largest over-the-month increases occurred in manufacturing, 80,000, and construction, 75,000. The increase in construction marked the third straight month of substantial growth and brought employment in the industry to 3.8 million, 415,000 above its June 1975 recession low.

The average duration of unemployment increased in April to 14.3 weeks from 14 weeks. There was a decline in the number of persons who had been looking for work 15 weeks or more, from 1,923,000 to 1,816,000.

In adding Columbus and Savannah, Ga., to its list of areas with substantial unemployment, the Labor Dept. said that employment declines in both durable and nondurable manufacturing, as well as in trade, services and government, led to higher jobless rates in those two cities. The most recent rate in Columbus was 7 percent, in Savannah, 7.6 percent.

The Labor Dept. each month surveys joblessness in the nation's 150 largest job centers.

In addition, the government surveys other, smaller areas. Two non-major labor markets were added to the substantial unemployment category during the month, raising the total of areas with 6 percent or more joblessness to 1,209.

Firms located in areas of substantial unemployment may be eligible for first preference in bidding on certain federal procurement contracts if they agree to hire 25 percent of new workers from the area's disadvantaged residents.

THOUSANDS OF UNION MEMBERS from the New York City area assemble for a Solidarity Sunday march and rally in support of basic human rights for Soviet Jews. The Jewish Labor Committee led the trade union contingent to the rally, which drew a crowd of more than 200,000.

Imports' Threat to Jobs Described to Arbiters

New York—Two union officials were honored by 1,400 leaders of labor, industry and government at a luncheon here marking the American Arbitration Association's 51st anniversary. The unionists responded by forcefully reminding the audience of problems facing their members which are not likely to be solved by arbitration.

Both cited the threat of cheap-labor foreign imports, among others. Sol C. Chaikin, president of the Ladies' Garment Workers, warned that more than two-million American jobs are in immediate peril because of unrealistic quotas in reciprocal trade agreements now in effect.

William W. Winpisinger, president-elect of the Machinists, said that "if the American people don't wake up, the multinationals will have exported most of the jobs and all the technology needed to maintain the economy here at home."

Chaikin said the only advantage of the imports over domestic production is in the wage scales paid to workers. He cited a range of 16 to 26 cents an hour paid garment workers in Hong Kong, Korea and other countries compared to the U.S. minimum which is currently $2.30 an hour.

Since the first general trade agreements negotiated in 1961, purchases of foreign garments by American consumers have swelled from four imports to every 100 domestic articles to a rate of 35 to 100. Increments permitted by the current agreements allow foreign imports to grow at a rate three times greater than the growth of U.S. consumption of those products, Chaikin added.

Winpisinger said unemployment and inflation have eroded the relative economic position of American workers.

"We're not only going to try to catch up but we're determined to keep up by negotiating more cost-of-living clauses," he said.

Winpisinger reminded the audience of the "gross imbalance now in the National Labor Relations Act "in favor of employers who are determined to prevent workers from organizing." To correct this, he said, one of labor's major responsibilities will be to remind union members of "the direct line that runs from the ballot box to the bread box."

The IAM president-elect also said organized labor must try to find "better ways to increase public understanding of the fact that the success of our economic system depends on the extent to which it serves the needs of working families."

Chaikin warned that the country should lead the requirements of its "second-tier" industries. These include garment, textile and other labor intensive industries in which small companies dominate. He called such enterprises "the last vestiges of free democratic capitalism," in contrast to first-tier "oligopolies" like those in the auto and steel industries.

Solving the problems of workers and companies in the second-tier industries will require "creative intelligence, responsibility and understanding," he said.

The arbitration association's luncheon was billed as "a salute to new leaders of labor." Lloyd McBride, president-elect of the Steelworkers, also had been scheduled to address it but was unable to attend due to negotiations.

Unionists Join Rally Backing Soviet Jews

New York—Thousands of trade unionists joined in a May 1 march and rally supporting the efforts of Soviet Jews in seeking basic human freedoms, including the right to emigrate.

The large trade union contingent, led by the Jewish Labor Committee, was among the more than 200,000 persons who assembled in New York's Battery Park for the Solidarity Sunday demonstration.

Speaker after speaker during the three-hour rally called on the Kremlin to live up to the provisions of the 1975 Helsinki accord as the crowd waved banners describing the plight of the Russian Jews.

In a message to the rally, AFL-CIO President George Meany said that all human beings must be free to think, speak, write, assemble, protest, worship and emigrate.

"In the Soviet Union," Meany said. "these freedoms are denied to Jews and to all who dare to challenge the Kremlin commissars. To be silent in the face of this, would be to deny our humanity."

Meany also declared in the message read at the rally by AFL-CIO Regional Director Michael Mann that the American labor movement will not shrink from its commitment to fellow humans.

"Let the Soviet Union know that we, like Solzhenitsyn, believe that there are no longer any purely internal affairs among nations. The world has become too small for that.

"In signing the UN Declaration of Human Rights and the Helsinki accords, the United States accepted a moral obligation," Meany said. "The Soviet Union, which signed these same declarations, has made a mockery of international law and morality."

Hospital Costs Containment Plan Seen as Only Short-Run Solution

(Continued from Page 1)

medicines and drugs, nursing home care and home health services.

A more effective alternative would be to phase in the principles of the National Health Security bill, Biemiller suggested.

Under this approach, he said, the Health Security board would be empowered to negotiate hospital budgets on a hospital-by-hospital basis—thereby providing flexibility, equity and maximum adaptation to local circumstances.

And because the wages of hospital workers lag far behind those of other industries, their pay should be determined by collective bargaining—not restrained by the hospital cost containment program. Biemiller pointed out that hospital wage increases have been low in recent years and pose no threat to the 9 percent ceiling in hospital revenue increases that the Administration bill would allow.

He also noted that while the Administration bill provides for free collective bargaining under the federal program, that provision would not be required of states allowed to run their own cost containment programs.

Uniform standards and uniform administration are essential, Biemiller said. If states are allowed to operate their own programs, they should also be required to conform to a federal standard that excludes wages of nonsupervisory workers from the cost containment formula.

Biemiller also objected to a provision in the bill that would authorize the Secretary of Health, Education & Welfare to review only one aspect of the program—that which deals with wages.

Another shortcoming of the Administration bill is that its disclosure requirements for hospitals are totally inadequate, Biemiller said.

He noted that Federation President George Meany made the same point earlier when he said, "for too long, hospitals have operated under a veil of secrecy despite the fact that tax dollars are a major source of hospital income. Taxpayers have the right to know how these funds are expended."

Hospitals should be required to disclose detailed statements covering receipts, expenses, assets and liabilities, in addition to the salaries of highly paid employees and their fringe benefits, Biemiller said. The disclosure of possible conflicts of interest should also be made by hospital administrators and trustees, he urged.

"Additional information that the public should know would be whether the hospital has a pre-admission certification program, whether the hospital requires a second opinion for elective surgery and whether the hospital shares services with other hospitals to avoid duplication of services."

Biemiller said the AFL-CIO favors the proposed limitation on hospital capital expenditures. But he urged that prepaid group practice plans be given a priority for such capital expenditures since HMO hospitals have reduced the total need for hospital beds.

$1 Million Levied In Sex Bias Case

Dallas—A federal district court here has ordered the Dallas Independent School District to pay over $1 million in back pay with interest to 336 female custodians who had been paid less than male custodians doing equal work.

Donald Elisburg, assistant labor secretary for employment standards, called the $1,065,495 settlement one of the largest wage recoveries since the Equal Pay Act became effective in 1964. He said several other cases currently awaiting hearing could also result in back wage recoveries in excess of $1 million each.

The Dallas settlement resulted from a suit filed by the Labor Dept. in behalf of the female custodians.

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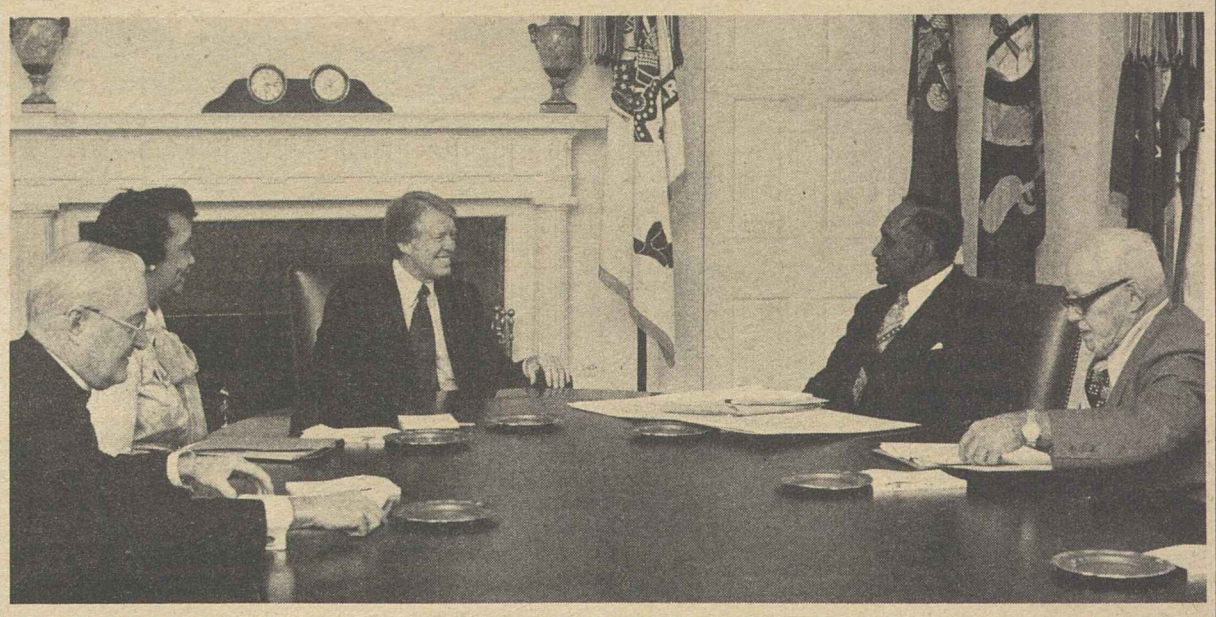
Youth Employment Plan Wins Strong House Vote



PRESIDENT CARTER meets with leaders of the Coalition for a Fair Minimum Wage at the White House. From left are Msgr. Francis J. Lally of the U.S. Catholic Conference, President Dorothy Height of the National Council of Negro Women, Chairman Clarence Mitchell of the Leadership Conference on Civil Rights and AFL-CIO President George Meany.

U.S. Speeds Funding to Spur Jobs

The Commerce Dept. announced state-by-state allocations of nearly $4 billion for job-creating public works projects under legislation signed by President Carter and said the first grants under the program would be made by mid-June.

Commerce Sec. Juanita Kreps said that 65 percent of the money will be distributed solely on the basis of the number of jobless persons in a state or local jurisdiction such as a county, township or school district. The remaining 35 percent will be divided among areas with a jobless rate of 6.5 percent or more.

The allocations by the department's Economic Development Administration are based on unemployment rates during the 12-month period from March 1976 through February 1977 when national joblessness averaged 7.6 percent.

The $4 billion public works authorization bill was one of two measures signed into law by the President on May 13 as part of his economic stimulus plan. The second bill appropriated $20 billion to pay for the public works program and a package of other job-creating measures.

The appropriations bill also includes $7.9 billion to increase public service employment of the chronically unemployed over the next year; $1.5 billion to provide jobs for 200,000 young people, veterans and others in need of new skills; $59.4 million to create new jobs for persons over 55 whose prospects for employment are bleak; $50 million to finance some 3,000 additional jobs on railroad rehabilitation work in the northeast corridor; $632.5 million in countercyclical grants to states and localities with the highest unemployment rates, and $4.99 billion in revenue-sharing money.

Carter called the measures "a major move in the right direction" but observed that the country still has "a long way to go" to solve its economic troubles. Following the President's signing of the appropriations measure, Labor Sec. Ray Marshall directed the Labor Dept.'s regional employment and training administrators to release immediately $6.6 billion in newly available public service job funds to state and local government prime sponsors under the Comprehensive Employment & Training Act.

Marshall said the Labor Dept. had been working closely with 445 prime sponsors over the past two months "to gear up for a quick and effective start" of the public service jobs program.

"Our goal is to have all jobs filled by the beginning of 1978," he

(Continued on Page 2)

Bill Geared To Benefit 200,000

A labor-supported bill designed to help reduce the very high levels of joblessness among the nation's youth cleared the House by a wide margin.

The youth employment program is geared to provide over 200,000 young, unskilled workers with jobs and job training at a cost of $1.5 billion. The Senate is expected to act on a similar bill shortly.

House passage by a vote of 334 to 61 followed earlier approval in the chamber of an anti-recession measure to aid states and cities with high levels of unemployment. The bill, backed by the AFL-CIO, won passage after an amendment to widen distribution of the "countercyclical" funds to other areas less hard-hit by joblessness, was defeated 243 to 94. The bill moves to conference to work out differences with a Senate-passed measure.

Passage of the youth employment and anti-recession aid bills concluded action on President Carter's economic stimulus program in the House and Speaker Thomas P. O'Neill said that passage of the total package "will result in more than 1.5 million jobs."

Other elements of the President's package were a $4 billion public works bill which he signed on May 12, a tax revision program cleared by Congress to the White House, community development funds approved by the House and final approval by Congress of sup-

(Continued on Page 8)

TV-Import Pact Called Inadequate

A labor-industry coalition expressed disappointment over an agreement between the United States and Japan to limit the number of Japanese color television sets imported into the U.S. over the next three years.

The agreement, scheduled to be signed by representatives of the two countries on May 21, offers but a "temporary respite," said Jacob Clayman and Allen W. Dawson, co-chairmen of the Committee to Preserve American Color Television (COMPACT).

"It certainly is not a permanent solution to a problem that in one short year robbed many thousands of Americans of their jobs and had a devastating impact upon communities in a number of states."

Clayman, secretary-treasurer of the AFL-CIO Industrial Union Dept., and Dawson, executive vice president of Corning Glass Works,

(Continued on Page 8)

By Coalition Leaders:

Wage Floor Case Presented to Carter

Leaders of the Coalition for a Fair Minimum Wage appealed to President Carter to increase his proposed $2.50 wage floor to help raise the nation's lowest-paid full-time workers out of poverty.

The delegation, led by Coalition Chairmen Clarence Mitchell of the Leadership Conference on Civil Rights, told the President during a half-hour White House meeting that raising the wage floor to a more adequate level would benefit the entire economy.

Other coalition leaders at the meeting were AFL-CIO President George Meany, Dorothy Height, president of the National Council of Negro Women, and Msgr. Francis J. Lally, secretary of the Dept. of Social Development of the U.S. Catholic Conference, who represented the Rev. Theodore M. Hesburgh, president of Notre Dame University.

The Administration has proposed raising the minimum wage only 20 cents above the current federal level of $2.30 an hour and thereafter keying automatic cost-of-living increases to 50 percent of the average factory wage.

Member organizations of the coalition, which is made up of about 125 labor, minority, religious and women's groups, have called for a substantially higher wage floor and indexing future cost-of-living increases to 60 percent of the average factory rate.

Meany told reporters after leaving the White House meeting that the "President listened very attentively, and I'm hopeful."

A higher minimum wage would not have any great inflationary impact," Meany said. "The country would be better off if these millions of people were brought into the consumer spending stream so they could buy something more than food."

Mitchell told Carter that an analysis of the Administration's proposal showed that it would leave about 3 million working Americans —including 500,000 blacks and 40 percent women—below the poverty line as of 1980.

"We were laying it on the President's heart," Mitchell said. "If people work for a living, they shouldn't have to go on relief in order to buy their bread."

A fair minimum wage, Mitchell stressed, "would not benefit just blacks, just labor, just women; it would benefit all people."

Mitchell said the President agreed to make a "constructive study" of the coalition's presentation.

House Delays Final Vote On Hatch Act

Final action in the House on a bill to restore full political rights to federal and postal workers was delayed for at least a week after moving to the brink of passage.

After seven hours of debate and defeat of amendments that would have gutted the attempt to reform the Hatch Act, the House put off the final vote after a rightwing, anti-union Republican confused the issue with an amendment to forbid all forms of union political education activities.

With the House operating under rules severely limiting debate Rep. John Ashbrook (R-Ohio), who opposed former Presidents Nixon and Ford as being too liberal, called up an amendment at 10 p.m. that would prohibit the use of union

(Continued on Page 2)

Record Number of Workers Found Illegally Underpaid by Employers

Many employers who vigorously oppose any increase in the federal minimum wage haven't been paying much attention to the existing wage floor of $2.30 an hour.

The Labor Dept. reports that employers shortchanged more workers of wages in the first half of fiscal year 1977 than in any similar period in the 39-year history of the Fair Labor Standards Act.

The FLSA sets minimum wage, overtime pay and child labor standards. Labor Sec. Ray Marshall said that enforcement of federal wage and hour laws between Oct. 1, 1976, and Mar. 31, 1977, found 328,000 workers illegally underpaid a total of $58.7 million.

Marshall said the 16 percent rise in the number of underpaid employees was uncovered by some 1,000 compliance officers of the Labor Dept.'s wage and hour division. In the same six months a year earlier, investigators found 283,000 workers shorted a total of $60.1 million, he noted.

The federal minimum wage during the latest reporting period was $2.30 an hour for most nonfarm workers and $2.20 for those groups first covered by the FLSA in 1966. The latter reached the $2.30 level on Jan. 1 of this year. The minimum for workers on large farms was $2 last year, went to $2.20 on Jan. 1 and is scheduled to reach $2.30 next Jan. 1.

Thus far, Marshall said, employers have agreed to restore $36 million to 228,000 of the workers found shortchanged in the first half of fiscal 1977. This compares with $36.5 million returned to 225,000 workers in the same period a year earlier.

(Continued on Page 8)

NEED TO IMPROVE collective bargaining rights of lower-income workers is described by Labor Sec. Ray Marshall in an address to the Jewish Labor Committee in New York. Seated in the foreground are President Sol C. Chaikin, left, of the Ladies' Garment Workers and Sec.-Treas. Jacob Sheinkman of the Clothing & Textile Workers. Sheinkman is also the JLC president.

Carter Hailed On Rights, Hit On Pay Floor

New York—President Carter was challenged to define "compassion in government" while, at the same time, he was lauded for his human rights stand. The challenge came from Jacob Sheinkman, secretary-treasurer of the Clothing & Textile Workers at the biennial convention of the Jewish Labor Committee. Sheinkman is president of the JLC.

"President Carter has talked a good deal, and with much fervor, about compassion in government," Sheinkman told over 400 delegates from major urban centers in the United States and Canada. "I don't know how he defines compassion, but his definition clearly is different from ours."

He specifically criticized the Administration's proposal to raise the federal minimum wage to only $2.50 an hour, which Sheinkman said would "condemn millions of American working people to what the government itself defines as poverty."

While also critical of the Administration's full employment program as "totally inadequate," Sheinkman held out praise for the President's human rights stand, particularly Carter's position with regard to Soviet dissidents and the right of Soviet Jews to emigrate.

Labor Sec. Ray Marshall told the convention he favored improving the collective bargaining rights of lower income workers and strengthening the enforcement of existing laws on safety, health, pensions and minimum wage. He also recalled his work with the JLC on civil rights issues during the 1950s.

The delegates re-elected Sheinkman as president. Donald Slaiman, deputy director of the AFL-CIO Dept. of Organization & Field Services was elected first vice president. Others elected as vice presidents include Jacob Clayman, secretary-treasurer of the AFL-CIO Industrial Union Dept., Albert Shanker, president of the Teachers, and Sam Fox, ACTWU vice president and Canadian director of its apparel division.

Grimes Named Aide To Mediation Director

John A. Grimes, a veteran news reporter and labor writer, has been appointed special assistant to Director Wayne L. Horvitz of the Federal Mediation & Conciliation Service. Grimes has written a number of articles that appeared in the AFL-CIO American Federationist magazine.

House Delays Final Vote On Hatch Act Revisions

(Continued from Page 1)

funds of federal employee unions for normal union education activities. The amendment, which carried 229 to 168, would outlaw activities now expressly allowed under federal law to all unions.

Rep. William Clay (D-Mo.), floor manager for the bill, asked for delay on a final vote until next week so that the affect of the amendment could be studied.

Before the Ashbrook amendment confused the situation, the House had defeated a major amendment by Rep. Joseph Fisher (D-Va.) that would have sharply impaired the effect of the reform measure. By a vote of 266 to 143 the House turned back the bid to bar federal workers from running for federal office and limit their political activities to state and local government.

The Fisher amendment was considered one of the major hurdles to passage. Other pressures came from Common Cause, which opposed lifting political restrictions on government workers, and a strong rightwing campaign by anti-union groups—a "big lie advertising blitz" portraying the bill as a power grab by "the labor bosses."

The bill to revise the Hatch Act had been approved by the last Congress but vetoed by President Ford. The AFL-CIO Executive Council has strongly urged passage by the new Congress.

The bill cleared the House Post Office & Civil Service Committee by an 18-7 vote. The measure, as it was sent to the House floor, affirms the right of federal workers to participate voluntarily in political activities with certain exceptions for persons in supervisory and sensitive areas; prohibits pressure against workers to take part in political activity, bars solicitation of contributions and prohibits political activity at work or in federal buildings.

Prior to House debate a large number of organizations placed an advertisement in the Washington Star supporting the measure as a "matter of fairness and justice."

Among the organizations signing the ad were the American Civil Liberties Union, American Veterans Committee, Americans for Democratic Action, Coalition for a Democratic Majority, Coalition of Labor Union Women, Jewish Labor Committee, Leadership Conference on Civil Rights, NAACP, National Association of Social Workers, National Consumers League, National Council of Negro Women, National Women's Political Caucus, New Democratic Coalition, Southern Christian Leadership Conference, Women's Equity Action League and a number of trade union organizations.

ABC Network, Stations Struck by Technicians

New York—About 1,700 members of the Broadcast Employees & Technicians struck the American Broadcasting Co. and its owned and operated television and radio stations in a contract dispute over working conditions.

NABET President Edward M. Lynch said that picket lines were thrown up outside ABC facilities in New York, Los Angeles, San Francisco, Detroit and Chicago. The strike began after meetings with an arbitrator failed to produce an agreement on work rules affecting electronic newsgathering technicians.

ABC and NABET have been bargaining on a new contract since mid-March but the work-rules issue has produced a "log-jam," with the company refusing to negotiate other issues pending its resolution, Lynch said. The old contract expired on Mar. 31.

Lynch, who is the chief union negotiator in the talks, said that 1,300 of the 1,700 strikers are engineering personnel, with the remaining 400 assorted craftsmen such as building maintenance workers, costumers, film editors, producers, studio floor people, and news writers.

Management personnel took over the lighting, cameras, and control boards usually run by the striking technicians.

Meanwhile, members of Local 1200 of the International Brotherhood of Electrical Workers returned to their jobs at the Mutual radio network's headquarters in Arlington, Va., after ratifying a new three-year contract.

Locked out by the company in February, the 36 broadcast technicians and engineers won a 20 percent wage increase over the life of the contract. The main issues were Mutual's proposals to cut back jobs and jurisdiction.

Keyed to Job Needs:

U.S. Speeds Funds For Public Works

(Continued from Page 1)

said. "We intend to assure that the energies of the jobless are employed in a number of worthwhile ways, including work in hospitals, mental institutions, recreation programs, urban rehabilitation, natural resource conservation and energy-saving activities."

The new $4 billion public works expansion bill extends the 1976 Public Works Capital Development & Investment Act which released $2 billion in federal funds for state and local projects such as water and sewage systems, health, school, police and fire protection facilities, and other community needs. The projects are administered at the local level.

While the measure will give the general economy "a big boost," President Robert A. Georgine of the AFL-CIO Building & Construction Trades Dept. cautioned it "is not going to solve the whole unemployment problem.

"We have a construction industry jobless rate of more than 20 percent, which translates into some 800,000 workers out of work or partially employed," he said. Public works construction "has proved the most reliable method to reverse high rates of unemployment" while fulfilling "desperate needs of local governments," he added.

The original $2 billion allocation last December was quickly exhausted by an avalanche of grant applications to the Commerce Dept., which handles the program. In most cases, jobs were created immediately and of some 2,000 projects approved by the government, all but 18 already are underway.

The new $4 billion authorization will finance 4,000 projects, with priority given to northern industrial states where unemployment has been persistently high. The Labor Dept. estimates that the additional money will provide some 300,000 jobs in the construction industry alone, with at least an equal number of jobs created in related industries.

The $4 billion will be spent this year. Carter originally had wanted to spread it over a longer period—$2 billion this year and $2 billion next year—but labor and congressional leaders protested. Congress subsequently voted the entire amount in a single appropriation for 1977.

In announcing allocations under the expanded program, the Commerce Dept. said New York State would get the largest amount $488 million, with California close behind at $467 million. Other large allocations are to New Jersey, $217 million; Michigan, $197 million; Pennsylvania, $182 million; Puerto Rico, $164 million; Florida, $154 million; Ohio, $151 million, and Massachusetts, $132 million. No state will receive less than $30 million.

A breakdown of allocations for counties, cities and school districts is being compiled and will be released on June 3, the Commerce Dept. said.

Transportation Expense Up Sharply for Families

The amount of money American families spends on transportation increased more between the early 1960s and early 1970s than spending for food or housing, the Bureau of Labor Statistics reports in a new analysis of consumer spending patterns.

Average spending for transportation rose from 15 percent of total family expenditures to 21 percent, BLS said. The government attributed the increase largely to higher prices for cars, finance charges, maintenance costs and gasoline.

Housing costs also increased as a share of total spending during the decade, while the shares going to food and clothing declined. A decline of more than 5 percent in the food-at-home share was offset by an increase in spending for food away from home, however.

"These movements continue the direction of changing consumption patterns that took place between the 1950s, and 1960s, but the increase in automobile transportation expenditures in the more recent period far exceeded the earlier increase," BLS said.

Housing costs, excluding mortgage principal payments, increased from 28.4 percent of total consumption in the 1960s to 31.4 percent in the 1970s. Mortgage payments were excluded on the theory that they are similar to savings.

Food expenditures declined over the decade from 24.4 to 20.1 percent of the total while spending for clothing fell from 10.9 to 7.8 percent.

The share for health costs dropped slightly, from 6.7 to 6.4 percent, a decline that BLS said "may seem surprising in light of public concern about rapidly rising costs of health care." A large part of the explanation is that medical costs as reported in the survey refer only to out-of-pocket expenses of families and do not include health insurance premiums paid by employers or the government, BLS noted.

"Since 1960-61, there has been a vast expansion in employer and government-financed insurance plans," the report said. "Increases in these costs are reflected in costs of business and government and not in direct expenditures by families for health insurance."

The survey, conducted every 10 or 12 years to provide the basis for revising the government's market basket of goods and services for its consumer price index, covered a sample of 20,000 families during 1972-73. BLS plans to complete its current CPI revision by next fall.

Washington House Seat Goes to GOP

Seattle—State Sen. Jack Cunningham, a conservative Republican, defeated Marvin Durning, a liberal Democrat, in a May 17 special election to fill the House of Representatives seat left vacant by Transportation Sec. Brock Adams.

Cunningham received 43,441 votes to 37,229 for Durning. Adams had held the 7th District congressional seat for 12 years before his appointment to the Carter Cabinet.

Cunningham's win gave the GOP its second victory in three special House elections this year to fill seats formerly held by Democrats appointed to posts in the Carter Administration.

Federal Subsidy Proposed:

Utility Workers Ask Energy Aid for Poor

Miami Beach—The Utility Workers called for implementation of a federal subsidy program to help the nation's needy families purchase essential energy products.

Such a program is necessary to prevent possible catastrophe for many American consumers who are being priced out of the energy market, delegates to the union's 20th convention declared in a resolution.

"The day of the cheap kilowatt or cheap cubic foot of gas is over," the resolution stated. "The government must help to subsidize those who find it difficult to pay."

As envisioned by UWUA, the energy subsidy plan would be patterned after the federal Food Stamp Program.

In related matters, the delegates urged a cutback in U.S. importation of electric energy from Canada, establishment of a national program of energy conservation, selection of the Trans-Alaska route to transport oil from the North Slope to the lower 48 states, and an end to interference in the collective bargaining process in the utility industry by federal and state regulatory agencies.

The delegates said the United States now imports electric energy from Canada in amounts equivalent to the combined output capacity of the Detroit Edison Co. and the Boston Edison Co., two of the nation's largest utilities. If such practices continue, the United States will find itself dependent on Canada for electric energy just as it is now dependent on Arab oil producers for supplies, the convention warned.

Furthermore, as the nation increasingly assumes the role of middleman in supplying energy from Canada to homes in this country, U.S. companies will forego construction of new plants, resulting in the loss of jobs, delegates said.

Rep. Michael McCormack (D-Wash.) told the convention that the United States should push the development of nuclear power plants to help offset the increasing reliance on electric imports from Canada.

McCormack refuted charges that nuclear energy is unsafe, pointing out that there are about 70 nuclear power plants in operation at the present time and there has never been a fatal accident.

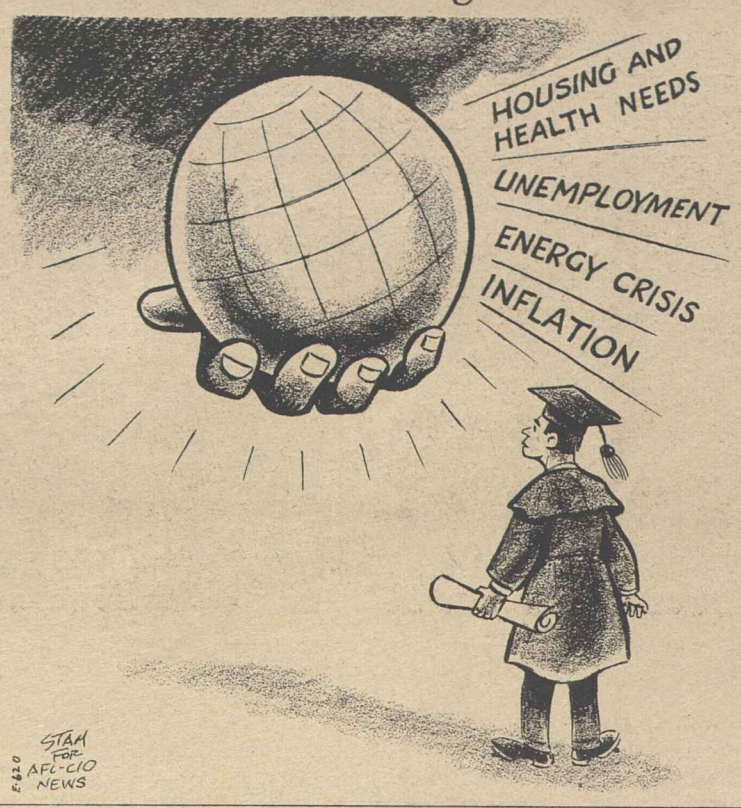
Thomas R. Donahue, executive assistant to AFL-CIO President George Meany, also addressed the delegates, urging full support for the federation's campaign to overhaul and streamline the nation's labor laws to make them more responsive to workers' rights and needs.

In other actions, the delegates approved a change in convention cycles from two to four years beginning after the 1979 convention, with the provision that "mini-conventions" in the form of regional conferences and seminars be held in the off-years.

With the change, conventions will now coincide with the four-year terms of officers of the union—President Harold T. Rigley, Executive Vice President James Joy, Sec.-Treas. Marshall Hicks and Vice President Joseph Luciano.

Resolutions calling for enactment of safety standards for the utility industry, national health insurance and collective bargaining rights for public employees also were adopted by the delegates.

It's Your Ballgame



Hillman Prizes Cite Four for Media Efforts

New York—The Sidney Hillman Foundation presented four awards for outstanding achievement in mass communications during 1976.

The Hillman prizes, presented annually in memory of the first president of the Clothing Workers, consist of scrolls and checks for $750 to each of the winners. Murray H. Finley, president of ACTWU and the foundation, made the presentations at an awards luncheon to:

- John Seigenthaler, publisher of the Nashville Tennessean, for revealing that a member of his news staff had developed an indiscreet relationship with secret government agencies..
- Guy N. Williams for an article in Philadelphia Magazine exposing deplorable conditions under which mushroom pickers and their families work and live.
- Richard Kluger for his book, "Simple Justice," a study of the battle to end school segregation throughout the country.
- Paul Leaf for his documentary on the NBC television network, "Judge Horton and the Scottsboro Boys."

A special award was also given to historian and author Henry Steele Commager.

Judges for the Hillman awards competition were Alan Barth, retired editorial writer for the Washington Post; Edward P. Morgan, director of the Public Broadcasting Laboratory, and Harrison E. Salisbury, author and lecturer.

Dock Union, Shippers Settle Container Issue

Miami Beach—The Longshoremen resolved their contract dispute with seven shipping companies from Maine to Virginia, and agreed to open talks on a new master contract in mid-June.

ILA President Thomas W. Gleason and President James J. Dickman of the Council of North Atlantic Shipping Associations said in a joint announcement here that the carriers have agreed to double the royalty payment on the handling of van-sized containers retroactive to May 1. The payments will be used solely as a supplemental wage to ILA members covered by the CONASA master contract.

The agreement applies to 35,000 dockworkers in Boston, Providence, New York, Phiadelphia, Baltimore and Hampton Roads, Va.

Gleason and Dickman said the agreement opens the way for the parties to develop peaceful labor relations on the waterfront "well into the future." The present contract, scheduled to expire on Sept. 30, was negotiated in 1974 and was the first and only such agreement on the Atlantic and Gulf coasts to be reached without a strike in nearly 30 years.

The key issue in the dispute was job protection. The union struck the carriers for five days last month to protest a National Labor Relations Board ruling that took away its right to handle mixed loads of cargo in containers loaded and unloaded within a 50-mile radius of New York City. That jurisdiction was contained in the union's master contract covering dockworkers in all North Atlantic ports.

ILA leaders called off the strike when the Labor Dept. promised to seek a clarification of the NLRB decision. The union is supported in its position by the employers.

Gleason and CONASA President Dickman said that new master contract negotiations will start around June 15, with a target date for settlement by July 15. All economic terms of the new master agreement will be retroactive to June 1, 1977, they agreed, although the effective date of the contract would continue to be Oct. 1.

Atlanta Mayor Picketed For Union-Busting Role

City workers from Atlanta and Washington, D.C., picketed a fund-raising party in the nation's capital for Atlanta Mayor Maynard Jackson, charging him with union-busting and going back on his word.

The Atlanta workers were among more than 1,000 low-paid sanitation workers whom Jackson summarily dismissed following a strike that began on Mar. 29. The State, County & Municipal Employees charged that Jackson used the full power of the city government to break the strike by AFSCME Local 1644, which represents sanitation, water, sewer and other blue-collar city workers. Their average wage is about $3.50 an hour.

The Jackson fund-raiser for his fall re-election campaign was sponsored by D.C. Congressional Delegate Walter E. Fauntroy. In a letter to Fauntroy, AFSCME President Jerry Wurf declared that Jackson reacted to the strike with a brutality that went "far beyond the bounds of responsible labor-management disagreement."

The strike got under way after the city refused to make a pay offer in negotiating a new contract for the city employees. Jackson claimed the city couldn't afford a raise. Yet, the union learned, the city budget projected a revenue surplus and built in funds for such frills as a Chamber of Commerce advertising campaign, marginal capital improvements and high executive salaries.

In a telegram supporting the strikers, AFL-CIO President George Meany observed that labor had taken pride in the rise of Mayor Jackson, the first black mayor of a large southern city, but "today we look with disappointment on a situation in which the mayor has turned his back on the needs of city workers."

Leamon Hood, AFSCME area director in Atlanta, who led the picketing workers in Washington, said that "it is important for people in the nation's capital to know just what kind of a man Maynard Jackson is. We once were proud of him, because we helped elect him mayor in 1973.

"But in 1977 we know him as a man who has betrayed his promise to working people in Atlanta, as a man who has sided with the traditional power interests in Atlanta to break a strike by more than 1,000 black workers who are the backbone of city government in Atlanta."

Postal Workers' Leader Francis S. Filbey Dies

Francis S. Filbey, president of the Postal Workers since the union was formed six years ago by the merger of five smaller postal unions, died May 17 after a year-long battle against cancer. He was 69.

"Stu" Filbey also had been a vice president of the AFL-CIO since 1974 and served as treasurer of the federation's Public Employee Dept. for the past year.

In messages to Filbey's widow and to the APWU, AFL-CIO President George Meany and Sec.-Treas. Lane Kirkland said Filbey was a dedicated and tireless leader who brought national respect and admiration to the APWU.

"As a member of the AFL-CIO Executive Council and earlier in his leadership roles in the Baltimore Central Body and the Maryland State Federation, Stu recognized the common problems of workers everywhere and the need to stand together for mutual goals," Meany and Kirkland said.

They also noted that Filbey was highly instrumental in the 1971 merger of postal unions and later in the establishment of the Public Employee Dept.

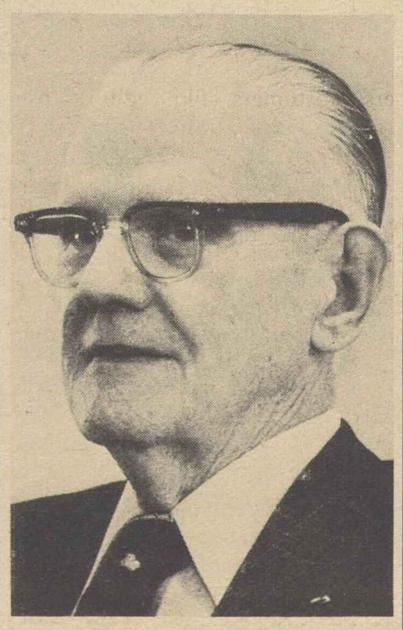
"Stu was our valued friend and trusted colleague, a fighter right up to the end," Meany and Kirkland said.

Filbey was a native of Wrightsville, Pa., but spent most of his life in Baltimore, where he began a career as a postal clerk in the 1920s. He served as an officer of his Postal Clerks local for 20 years before becoming a vice president of the national union. He moved to Washington in 1962 as a national administrative aide.

In January 1969, Filbey assumed the presidency of the Postal Clerks and in less than three years brought about the five-union merger—the Clerks, the unaffiliated National Postal Union, the Post Office & General Service Maintenance Employees, the Post Office Motor Vehicle Employees and the Special Delivery Messengers—to form the APWU.

In addition to his widow, Evelyn, survivors include a daughter. Services will be held in Towson, Md., May 21.

APWU Executive Vice President David Johnson has been serving as acting president of the union since Filbey was hospitalized. The union's executive board will meet next week to select a successor to Filbey.



FRANCIS S. FILBEY

Service Employees Win Children's Hospital Vote

Service Employees Local 722 was chosen to represent 306 service and maintenance workers and 142 technicians at Children's Hospital in Washington, D.C.

The SEIU local, which represents 1,500 employees of Washington Hospital Center, also won a recent election for 80 workers at Bio-Medical Applications Dialysis Centers.

State-County Captures 5th Iowa Election

Des Moines, Ia.—The State, County & Municipal Employees scored its fifth election victory in Iowa without a loss since last October, winning bargaining rights for nearly 1,000 blue-collar workers at 15 institutions operated by the state Dept. of Social Services.

In the May 13 vote count here, 689 ballots went to AFSCME Iowa Public Employees Council 61 while 74 were cast for no union. There were 993 eligible voters.

Workers in the new social services unit include food service, custodial, maintenance and service employees. They work at state mental institutions, correctional facilities and state hospitals.

A Fair Share

THIS SHOW REPRESENTS the American industrial system, under which free labor and free management combine to produce the good things of life for the American people as a whole.

Progress through cooperation is the theme of this show and progress through cooperation is the theme of American labor's philosophy in regard to the American system and the American way of life.

Under our system, labor is free to give its services or to withhold its services. Management is free to run their part of the job. What labor insists on is that, in the wealth produced by this system, labor must have a fair share.

That is perhaps where American labor differs from labor in other parts of the world. We have no political party. We make no claims that we should run the government. We do say that we should be adequately and fairly represented in the halls of Congress and in the state legislatures to see to it that we get our fair share of the wealth that this system produces.

We do not interfere with management. We want to see management prosper because a prosperous employer has a much better chance of being a decent employer than one who is not making the grade.

We want to protect American jobs. We have no objection to competing with labor in other parts of the world if that labor is being paid a fair and decent wage, if that labor is working under fair and decent conditions. We're willing to take our chance in competition.

For many years we've competed with foreign employers, with European cartels, with systems all over the world. But now we've reached a point where it's American capital, American multinational corporations producing in other countries, using American know-how and American techniques, using American machine tools, American inventions—using everything but American labor. And using cheap foreign labor, they then come back here, not to the advantage of the American consumer, because when you see these foreign products you'll find that they are priced just as high as the American product made under decent and fair conditions.

We will fight to protect American labor from unfair American employers, from any element that tries to destroy our standard of life and we will protect American labor from unfair foreign competition.

This show represents American labor's belief in the American system. But don't for one minute believe that we are satisfied. We're not satisfied.

We will not be satisfied until American jobs are protected.

We will not be satisfied until American low-paid workers—not our members—get a decent minimum wage so that they can be consumers, so that they can buy a little more than food and pay the rent.

We're not going to be satisfied until America's cities are cleaned up, until there is some improvement made, until housing is available for the people of America at a decent interest rate. All of these items show that labor's job is not finished.

Labor's job is never finished.

—From an address by AFL-CIO President George Meany opening the 32nd annual Union-Industries Show in Kansas City.

AFL-CIO News

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LANE KIRKLAND, *Secretary-Treasurer*

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'Now, If They Raise the Rate . . .'

Accepted Dogma Reversed:

Economic Summit Statement Topples Some Popular Myths

By Gus Tyler

THE MEETING OF the seven at the summit produced a document that turns topsy-turvy several notions that have dominated economic thinking in the last several years. At no time does the communique actually say that it is reversing the accepted dogma. Yet the about-face is there—profoundly implicit though never openly explicit.

The first popular myth the pact destroys is the belief that unemployment and inflation are opposites. The statement from the summit states very simply: "Inflation does not reduce unemployment. On the contrary, it is one of its major causes."

In other words, unemployment and inflation go hand in hand, or—to use the appropriate phrase of Flora Lewis—"like fever and chills" they "do seem to be inextricably linked, so that no longer can one be used as the cure for the other."

This is a public slaughtering of a sacred cow called the Phillips Curve—a dangerous dogma that induced the Nixon Administration to use unemployment as a medicine for inflation, to chill the economy as a way to bring down the fever of rising prices. We ended up with both chills and fever.

The pact also dispels the myth of free trade—even while paying rhetorical homage to the ghost of Adam Smith. Although the communique states flatly that "we reject protectionism," the very next sentence makes it clear that "we" are not about to unleash the economic anarchy of free trade upon the world.

In that next sentence, the pact pushes for "a new impetus to the Tokyo Round of multinational trade negotiations." In the appendix this is spelled out to mean "a comprehensive set of agreements to the maximum benefit of all."

It is by "agreements," rather than by the uninhibited flow of trade, that order is to be brought to international trade.

The appendix goes on to say that these agreements "should not remove the right of individual countries . . . to avoid significant market disruption," which is the "right" of any country to act unilaterally to protect itself against destruction by a tidal wave of imports.

In addition, the pact proposes to set up a "common fund" to stabilize world prices on the products of Third World countries—like coffee, cocoa, tin.

Whether these ideas are good or bad—negotiated agreements, unilateral actions to prevent disruptions, and special funds to set price levels on certain commodities—are not in keeping with the letter or spirit of free trade. They are all ways to "protect" the industrial North and to "protect" the agricultural South, whether called "protectionism" or not.

The third bubble burst by the sermon from the summit is the fond faith that on this space ship earth the sophisticated spokesmen of the advanced nations would begin to move toward an economic policy of no-growth. Instead, the communique and appendix are bursting with "growth."

The pact calls for "maintained" growth in the countries that are now expanding their product; it calls for "increased" growth in those that are now stable; it calls upon the Third World to get into the growth act.

The document closes with a coda to growth, "a climate conducive to stable growth worldwide."

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Ombudsman for The Elderly

Federal efforts in behalf of the elderly, to a great extent, have been merged into other broadly defined areas such as welfare, health and rehabilitation. The result has been to deprive the nation's older population of adequate visibility and status at the national and policy-making level. . . .

There is a need at the highest levels of government for a prominent, national advocate of the elderly to stimulate greater national awareness of their problems. The ideal individual to fill this role would be the nation's First Lady. By holding this meeting, you, Mrs. Carter, have indicated a willingness to work for and with the nation's senior citizens. We urge you to expand on a role which you have already begun to fill and one for which you are uniquely qualified. We urge you to be a national ombudsman for the elderly.

—Director Bert Seidman of the AFL-CIO Dept. of Social Security at The First Lady's Round Table on Aging, May 10, 1977.

Labor Leads Fight:

Fair Minimum Wage Essential To Provide Basic Living Needs

The following is excerpted from remarks of Msgr. George G. Higgins at a meeting of the Coalition for a Fair Minimum Wage in Washington.

I DO A LOT of reading—some of it helpful, some of it not. I read all the liberal magazines and all the liberal books, and I've had it right up to here with the persistent myth that the American labor movement is interested only in its own people, only those in skilled or semi-skilled trades who are are already organized. And yet, every time I turn around in Washington and see people fighting for the cause of the unorganized, the working poor, I find that it is always the labor movement ahead of the parade.

This meeting would not exist without them, and most of the critics in the liberal or radical community who persist in spreading this myth I don't see, as a rule, at meetings of this type. They're busy about other things. So I think the labor movement deserves a great deal of credit for getting us started on this important cause.

Each of us comes out of his own tradition and speaks from that tradition. I speak here this morning in the tradition of my very great predecessor at the (Catholic) Conference, Monsignor John A. Ryan, who was without any question the greatest single figure that the Catholic community has produced in the field of social ethics. I bring his name up only to recall the fact that of the 20 or 25 books that he wrote during his distinguished career, the very first was a book called The Living Wage, written in 1906—71 years ago.

I think he would be turning over in his grave if he thought that 71 years later it was necessary to have this kind of meeting to demand from the Congress and from the Administration a bill which is decent and fair to the working poor of this country.

I rise simply to urge the government of the United States to declare once and for all that men and women who toil for a living are entitled to receive a living wage, not the wage that some economists think that they can live on.

I have great respect for the President of the United States and wish him well, but in this case I think he is wrong. The President and the Congress have no right to tell any one human being that his efforts or her efforts—the work of his head and his hands—do not entitle him to enough money to keep body and soul together. That's morally indefensible. Regardless of what his economists have advised him to do, I can only assume that the President, being a decent man, must have been misled in this case by people who were arguing vague theoretical economic notions.

Think for a moment what it means to tell a man or woman that their best efforts are worthy of only token rewards, to tell them that their eight hours a day of labor five days a week, is of so little value to the community that they would have to starve without the charity of supplemental welfare aid from their government.

To say this is to say that they themselves are without worth, that they live by sufferance of their more worthy and better-paid neighbors, that they are not really whole human beings. We dare not and cannot say such things to millions of our people, or permit these things to be said on our behalf by the Administration or the Congress.

WORK IS OBVIOUSLY one of the most important of God's gifts to man. I was a boy seminarian during the Great Depression, when I was commuting every day into the center of Chicago, and I still have very vivid memories of seeing what unemployment did to masses of our people then. It's even worse today.

There were so many unemployed at that time that at least there was a certain comfort of being in the company of so many others. But today the people we're talking about are watching television and seeing how the rest of us live, and it must be searing to their souls.

Men and women need work as they need water, food and shelter. But if their work does not provide that water, food and shelter and all of the other basic necessities of life, what are they to think of their own worth and what are their families and their fellow citizens to think of them?

If today, then, in the year 1977, the Administration and the Congress should legislate millions of their fellow citizens into even worse poverty and doom them to remain in poverty for the rest of their lives for generations to come then I think 1977 will not be remembered too well by history.

Reform Bill Passed:

Hatch Act Restrictions Curb Rights of 2.8 Million Citizens

STRONG CIVIL SERVICE rules and widening union representation now give postal and federal employees better protection against political coercion than the outdated Hatch Act adopted 40 years ago, President J. Joseph Vacca of the Letter Carriers declared.

Renewing the long-standing call for Hatch Act changes to give federal and postal workers the same political rights that all other U.S. citizens have, Vacca said the present law "keeps 2.8 million people who are very knowledgeable in how the government works from being involved in government." He said that opening the political processes to those nearly three million now blocked from taking an active and effective part in the American political system would be "healthy for the country."

The limits and restrictions of the Hatch Act, he asserted, are now, in effect, "protecting the politicians from the people" to whom they should be accountable. Vacca was questioned by reporters on the AFL-CIO produced public service radio interview Labor News Conference.

Vacca pointed out that the Hatch Act changes spelled out in legislation now before the House have the support of the Carter Administration, and that the President spoke out for the revisions during the 1976 campaign.

He noted that the United States, "a country that started out on the basis of freedom for all of the people," stands alone among "the major democracies around the world" in denying "total involvement by their governmental employees in the political processes."

Turning to postal issues, Vacca said that the recent claim of the Postal Service to have earned a $5 million profit is more illusory than real, in light of its $14 billion budget and $2.2 billion deficit. He said that comparatively small excess of income over outgo "was achieved by a reduction in force of approximately 50,000 employees," which resulted in a substantial reduction of service. And, he added, "a few pennies a gallon more on just the gasoline the Postal Service uses" would wipe out that kind of so-called profit.

"If management continues to go down the path they are now on," he said, "there won't be a Postal Service."

He blamed many of the Postal Service's current problems on the 1970 Postal Reorganization Act, noting that the only thing that has worked under the Act is the collective bargaining procedure.

"The law said that we would have collective bargaining to have comparability with private industry for the employees of the Postal Service," he observed. "We are nearing that. We are not comparable yet, but we're getting a lot closer."

On the recent proposal of a congressional panel to reduce mail delivery from six to five days a week, Vacca said the idea flies in the face of President Carter's plan to lower unemployment.

"Job opportunities would be thrown by the wayside—to the extent of 35,000 to 40,000 jobs," he said. "Secondly, the public would not get the service that it should have."

Vacca was questioned by Harry Conn of Press Associates, Inc. and Arthur Brandel of Post Age newsletter.

By Press Associates, Inc.

THE PRESENT SOCIAL SECURITY payroll tax on working people could be considered one of the most unfair taxes in the United States. It is, tax experts agree, a "regressive" tax.

The social security tax makes no concessions. It is a flat tax on earnings—up to $16,500 at present. A working taxpayer with a dozen dependents pays the same social security tax rate as a single worker with no dependents. A worker with staggering medical expenses or other heavy drains on income pays the same social security taxes as a healthy or luckier worker.

When you count what the worker pays plus what the employer pays it adds up to the fact that more is now being paid in social security taxes for the average American family than is being paid in income taxes.

There has been a lot of propaganda put out in the last few years by those who don't like the social security system that the system is going broke. That's not true. But the system does have financial problems—short-term and long-term. The short-term problems have been caused by massive unemployment. When eight to ten million American workers aren't paying any taxes because they are jobless, the whole system suffers. The long-term problems relate to the ever-increasing number and proportion of Americans who are living beyond age 65.

Everyone agrees that something has to be done—and soon—about these problems. The President's proposal addresses the short-term problem. It is a sound proposal, says organized labor.

THE BIGGEST STEP forward is the proposal that the federal government inject some money from general Treasury funds into the system. The United States is the only nation in the democratic world that expects its workers and employers to pay the whole bill. Yet general revenue financing was foreseen as eventually necessary by the original framers of the system.

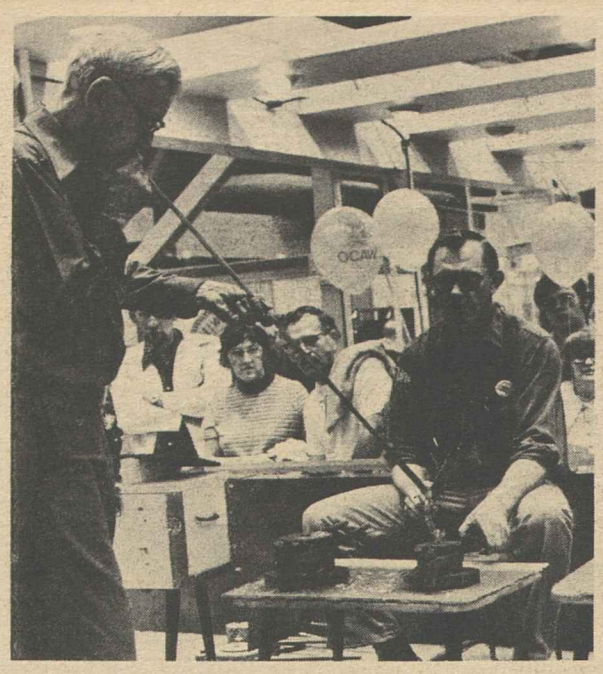
Labor would like the system to be financed by a one-third contribution from the employees, one-third from the employers and one-third from the government fiscal system. But labor representatives feel they have made a major breakthrough when the Administration accepts the idea of general revenue financing even though, under the President's proposal, it would not be permanent. Carter recognizes the drain on social security financing caused by massive unemployment, and what he proposes is that, as long as unemployment is 6 percent or above, general funds be used to bolster social security tax funds.

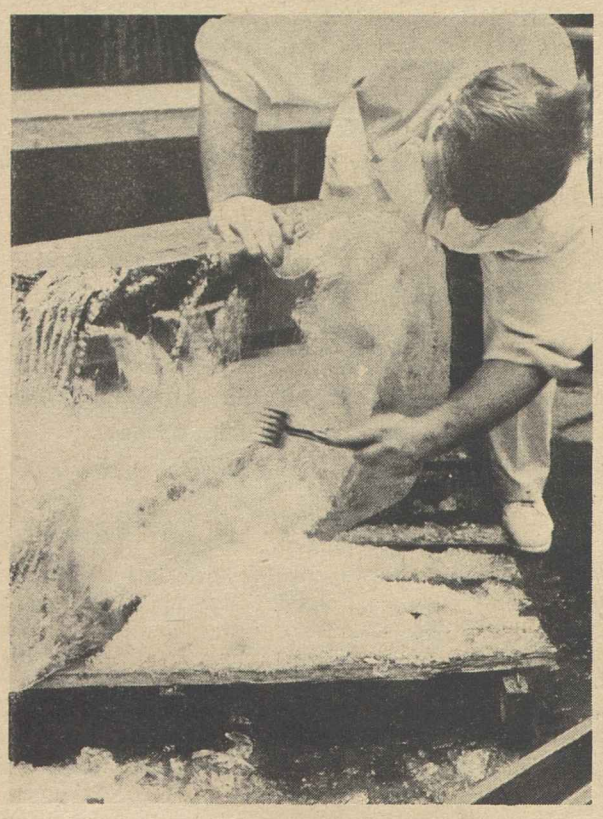
Labor also feels it is only fair that employers pay taxes on their employees' entire income as a means of helping the system. This makes more sense and is much fairer than for the government to try to take more and more social security taxes out of the paychecks of American workers—especially low-income workers.

The President's program is fair and—if Congress acts quickly—it will prevent the exhaustion of social security disability funds in 1979 and achieve adequate balances in all the trust funds by 1982. And the program avoids any further increases in the tax rates except for those already written into law.

As Nelson Cruikshank, president of the National Council of Senior Citizens, recently observed: "One reason that President Carter won the support of older Americans last fall was his pledge to restore public confidence in social security and to protect the integrity of the trust funds. Not only do these proposals fulfill that pledge, but they also do it without placing the burden of additional payroll taxes on employees—taxes which fall heaviest on low-income workers."

UNION CONTRACTS and strong Civil Service rules do more to protect postal and federal employees from political coercion than the outdated Hatch Act, President J. Joseph Vacca, center, of the Letter Carriers, declared on Labor News Conference. He was questioned by Robert Cooney, left, of Press Associates, Inc., and Arthur Brandel of Post Age newsletter. The weekly radio interview is produced by the AFL-CIO as a public service.





Huge crowds were a daily event at the week-long Union-Industries Show in Kansas City.

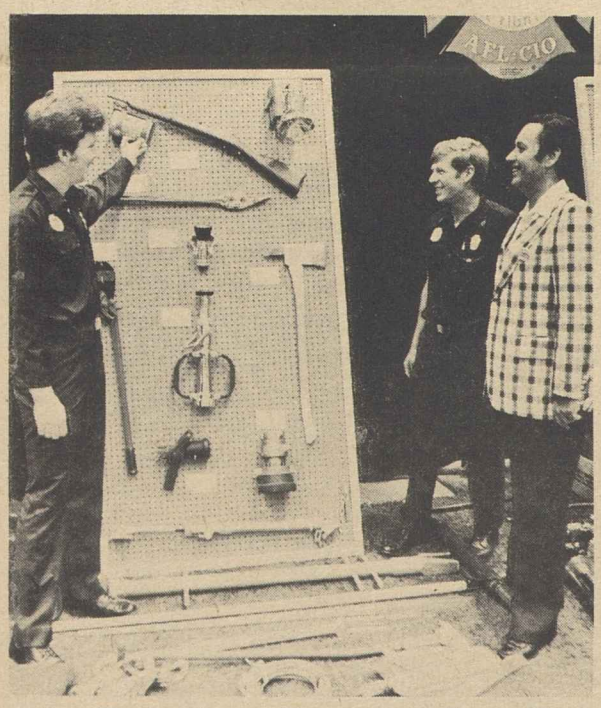
200,000 Throng Label Show

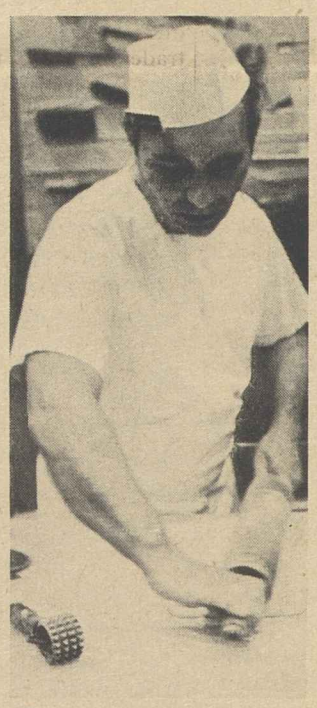
LABOR AND MANAGEMENT teamwork proved a winning combination in drawing an estimated 200,000 visitors to the Union-Industries Show at the Bartle Exposition Hall in Kansas City.

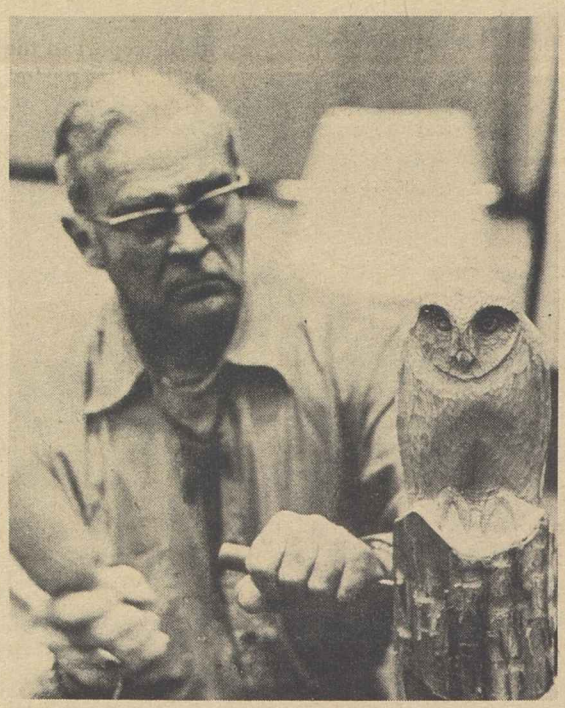
The 32nd edition of the show, sponsored annually by the AFL-CIO Union Label & Service Trades Dept., featured 400 exhibits where union members displayed their skills and the products they make.

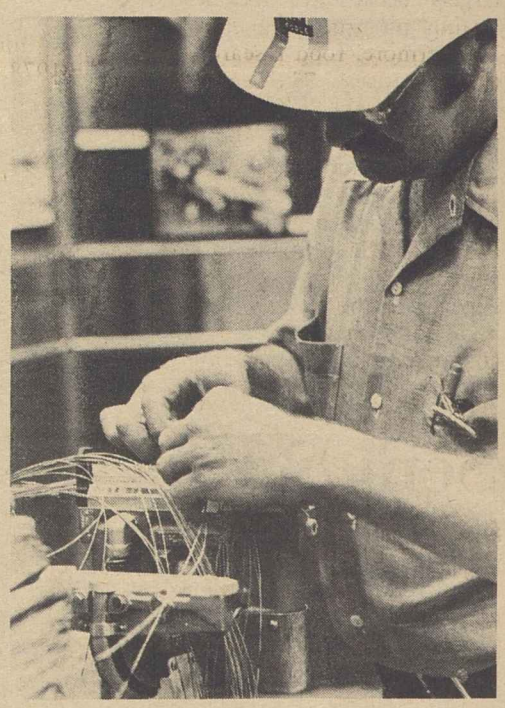
Visitors to the six-day exposition were treated to a wide variety of colorful displays and demonstrations representing virtually every kind of craft, industrial and service union in the federation.

More than $100,000 worth of prizes and gifts were distributed daily to the crowds of show-goers.









Baker, Bottle Blower, Carpenter, Culinary Worker, Communications Worker and Fire Fighter do their things.

Show-goers line up at the Molders exhibit to try their luck for prizes on a giant "Union Label" slot machine.

President John E. Mara of the Boot & Shoe Workers cites quality workmanship in American-made shoes for Labor Sec. Ray Marshall and AFL-CIO President George Meany.

More Funds Urged:

Food Research Held Key to Future Needs

A commitment to increased funding for agriculture research is needed if the United States is to meet future demands on its food system, J. B. Cordaro points out in a recent issue of the Federationist, the AFL-CIO monthly magazine.

Cordaro, food program director of the congressional Office of Technology Assessment, notes that in terms of purchasing power the United States has been investing less and less in food research for more than a decade. While still recognized as the finest in the world, the American agricultural system faces a severe test in the years ahead, Cordaro says.

"Present technologies place a limit on U.S. food production capability. The energy costs of machine-powered farming, the environmental costs of chemicals to control weeds and pests, and the sheer availability and expense of fertilizers produced from petroleum all present serious problems," the author observes.

"In short, the very elements that furnish the backbone of the modern farming system are being challenged. To complicate matters further, climatic fluctuations, which are beyond U.S. control, create both uncertainty and unease."

The challenge facing the world is to produce adequate amounts of good quality food for its present population while at the same time preparing for a future world whose population is expected to double sometime early in the 21st Century, Cordaro notes.

"This will not be as easy now as it has been in the past," he claims, largely because of the new constraints on production capabilities. Furthermore, food research can be a slow process. The lead time required to make basic research pay off is often 10, 15 or more years.

"The productivity of our food system for the year 2000 depends upon research begun today," Cordaro says. "If, as many believe, the storehouse of 'on the shelf' knowledge from the past basic research is about exhausted, very serious consequences to present and future populations can be expected."

While American technology has wrought miracles in food production, science has not been extensively tapped, Cordaro observes. "But the present is, and the future will be, fundamentally different," he declares.

"More funds must be directed to basic research and to previously neglected areas such as energy use, climate and home gardening. More work in the United States should be tied to developing countries. And clearly, younger men and women who look to the future must be brought into the system."

At present, America's investment in agricultural research is about 2 percent of the total federal research budget. Among foreign governments which do provide funds for agricultural research, only Italy, with 1 percent, provides a smaller proportion of its centrally appropriated funds than the United States. Canada, at 19 percent, is the leader.

A study by the congressional Office of Technology Assessment shows that federal funding for overall research and development has increased from $21 billion in 1976 to $28 billion requested for 1978. However, Cordaro notes, agriculture's share of this 33 percent increase has been small—from $444 million to only $496 million in 1978.

While studies note some deficiencies in the complex U.S. agricultural network, they tend overall to prove the system is healthy and serving American and world consumers well, Cordaro says.

"It's the future that worries agricultural researchers, and the situation in world food supply dictates that support levels for research be increased," he concludes.

TOP WINNERS in the Sheet Metal Workers union-industry national apprenticeship contest display their awards as they meet with union President Edward J. Carlough, left, and Ronald E. VanGelderen of the Sheet Metal & Air Conditioning Contractors National Association. The top apprentices are, second from left, Glenn Emenaker, Edwardsburg, Mich., first-year winner; Daniel A. Caldwell, St. Louis, second-year winner; David H. Crocker, Spencer, Mass., third-year winner, and Clyde Fujimoto, Kanehoe, Hawaii, fourth-year winner.

ILO Panel Asks 'Early Warnings' On Health Risks, Threats to Jobs

Geneva—Twin early warning systems to insure that metal trades workers benefit instead of suffer from impending technological changes were blueprinted at a 27-nation session held here by the International Labor Organization.

Trade union, employer and government delegates to the meeting agreed that such systems are needed to guard workers against both job loss and health impairment.

In the conclusions adopted at the close of its nine-day session the ILO metal trades committee stressed that early anticipation of the impact on jobs of scientific, technological and structural developments is essential to permit timely corrective action.

Similarly, the establishing of an early warning system to protect workers against dangerous substances was also recommended in the report to the ILO Governing Body as part of a series of measures to guard against occupational health and safety risks.

Pat Greathouse, vice president of the Auto Workers, had warned in the general debate of the need to approach the problems of health and safety on a global basis. "We cannot afford a system of double standards, one for developed and another for underdeveloped countries," he said.

"We must all guard against the unscrupulous, the careless employer who cuts safety and health corners to meet production quotas or profit ratios. Both are dangerous to the health of workers."

Greathouse, who was elected chairman of the worker delegates, and Benjamin A. Sharman, Machinists' international representative, spoke for American labor at the ILO session.

Commenting on the committee's work, Sharman underscored the fear of American workers that U.S. multinational corporations move production abroad to countries where they are less cramped by safety and health regulations.

"If by this meeting we raise standards throughout the world we think this will help not only us but also the workers in the developing countries," Sharman said. "I have the feeling," he continued, "that over the long run the results of the meeting will do that."

Herman Rebhan, general secretary of the International Metalworkers' Federation, recalled to the committee that central to the achievement of the improved conditions being sought for the metals trade worker is the "basic concept of free trade union movements, worker participation in basic economic decisions with a guarantee of free collective bargaining.

"A world where trade union rights are shrinking is a world increasingly inhospitable to the interests of workers in free countries," he warned.

Among the measures which the committee called on the ILO to set in motion was the drafting of a new international treaty on health protection. The proposed pact would insure on a worldwide basis that no working process, equipment or dangerous substance would be introduced without all the dangers being fully spelled out in a language understandable to the worker.

In a resolution addressed to the Governing Body, the committee asked that the ILO undertake a study on how working time could be reduced in the metals trade. The study should cover the entire range of possibilities, from earlier retirement to a shorter working day, the committee said.

Senior Citizens Projects To Be Fully Union-Built

The National Council of Senior Citizens has reaffirmed its policy of contracting exclusively with building firms that employ union craftsmen for any NCSC-sponsored construction projects.

The NCSC and its local affiliates are currently building seven high-rise retirement centers in six states at a total estimated cost of $32 million.

In reaffirming the national council's policy, NCSC President Nelson H. Cruikshank stressed that high journeyman standards and apprenticeship training programs of the building and construction trades unions "provide us a quality workmanship that can otherwise not be assured."

Cruikshank noted that the NCSC membership also believes it is vital for construction trade workers to negotiate with their employers through their unions in establishing wages and working conditions.

Cruikshank made the comments in response to a challenge from the Associated Builders & Contractors, Inc. (ABC), a national association of anti-union construction firms.

In making its pitch for "Merit Shop" employers, ABC accused NCSC of being unfair to anti-union firms in the contractor selection process for a Florida construction project.

In a letter to NCSC housing consultants, ABC President Gerald Oliver said, "Your selection appears to be discriminatory to both minority firms such as Marbilt (a non-union contractor operating in Florida) and to other open shop firms, and I remind you that Florida is a Right to Work state."

Cruikshank replied that the NCSC will continue to exercise its right to require that work on its projects be done by union craftsmen.

In the seven retirement center projects NCSC engineers have estimated that 2,200 jobs will be generated.

"And of course, we are insisting that it all be done by contractors employing only union labor," Cruikshank declared.

The seven projects are for a 252-unit structure in Miami Beach and a 110-unit building in North Dade, Fla.; a 176-unit building in the Williamsburg section of Brooklyn, N.Y.; a 100-unit center in Newark, N.J.; an 80-unit building in Claremont, N.H.; a 240-unit project in Chicago and a 150-unit structure in Jacksonville, Ark.

Equity Adds Office Of Social Services

New York—Actors' Equity Association has added a new social services department to its national offices here.

Created under the auspices of the non-profit Actors' Equity Foundation, the department serves as a referral service offering professional guidance for Equity members and their families with personal, economic, medical, social or psychological problems.

Director of the new department is Dr. Terry Smolar. Equity members may visit the department without an appointment on Mondays and Wednesdays from 11 a.m. to 1 p.m., but must have appointments at all other times.

Firm Fined for Blocking OSHA Plant Inspection

Chicago—A federal judge cited a Blue Island, Ill., firm for contempt of court for refusing to allow OSHA job safety inspectors to enter its plant.

Judge Joel M. Flaum of the U.S. District Court in Chicago also fined the Gilbert & Bennett Manufacturing Co. $1,000 and issued a bench warrant to take the company's officers into custody until they permit an Occupational Safety & Health Administration inspection to proceed.

The Seventh Circuit Court of Appeals subsequently denied Gilbert & Bennett's request for a stay of the sentence. It upheld the fine, but allowed company officials to go free after they agreed to let in OSHA inspectors.

Assistant Labor Sec. Eula Bingham, director of OSHA, said the case reflects the agency's firm intention to carry out the congressional mandate of the 1970 federal job safety and health law.

The case stems from a Jan. 26 incident when two OSHA compliance officers were refused entry by Gilbert & Bennett to make a routine inspection of the Blue Island plant.

The company refused the inspectors entry a second time, even after they had obtained an inspection warrant from the court. Then after a series of legal actions, including an attempt by company lawyers to quash the warrant, the firm denied OSHA officials entry a third time on Apr. 18. Judge Flaum issued the contempt citation May 3 at the request of Labor Dept. attorneys.

Gilbert & Bennett manufactures wire and vinyl-coated fencing and fence posts at Blue Island, a suburb of Chicago. The company's production workforce of about 100 is represented by Steelworkers Local 2590.

The Chicago federal court action contrasts with a decision late last year by a federal court in Idaho, which ruled in favor of a Pocatello plumbing and heating contractor who also had refused to permit OSHA inspectors to enter his plant.

A three-judge panel in Idaho held that federal inspectors could not enter workplaces without prior notice to the employers because it would be a violation of the Fourth Amendment's prohibition of unreasonable searches and seizures. The federal safety law forbids federal safety compliance officers from announcing in advance their inspection visits.

Several Fourth Amendment challenges to the OSHA law are pending in federal appeals courts. The Idaho case is expected to come up during the next term of the Supreme Court.

Cost-Containment Proposal:

Hospital Unions Cite Flaws in Carter Plan

Congress needs to correct a number of flaws in the Administration's hospital cost containment proposal to come up with a workable program, unions representing health care workers testified at House hearings.

They called for assurances that the collective bargaining rights of low-paid hospital workers will be protected, while pressing for broad measures to curb the major causes of surging health care costs.

In appearances before two Health subcommittees, the Service Employees, the State, County & Municipal Employees and the Hospital & Health Care Employees described President Carter's proposal as a start in the effort to reduce unnecessary increases in health care bills.

The Carter proposal envisions a 9 percent limit on hospital revenue increases during the next fiscal year and future increases would be keyed to gains in the gross national product. Health care costs in recent years have far outpaced other components in the government's consumer price index.

SEIU Sec.-Treas. Anthony G. Weinlein said that while the unions generally support the Administration's measure, they object to a provision that would permit state-run cost containment programs.

"It would be a terrible mistake to permit this loophole to remain in the legislation," Weinlein warned. "We would have 50 states running 50 separate programs—each with different standards."

He urged Congress to develop a national program to solve the nationwide health care cost problem, rather than allowing states to control wages—contrary to federal law.

The prime concern of the health worker unions, Weinlein observed, "is that the proposed program should not be used to interfere with free collective bargaining in the hospital industry, nor to hold down the wages of hospital workers while prices continue to rise."

William B. Welsh, executive director of governmental affairs for AFSCME, urged Congress to impose nationwide controls on doctors' fees and to curb unnecessary surgery and hospitalization.

"AFSCME supports the Administration's legislation, subject to a mandatory exemption for non-supervisory hospital workers, big city public hospitals for the poor and strict controls to stop the annual $6 billion waste from poor quality hospitals and doctor practices," Welsh stressed.

Welsh pointed out that government findings have shown that wages of hospital workers have contributed to only one-fourth of the total rise in hospital costs.

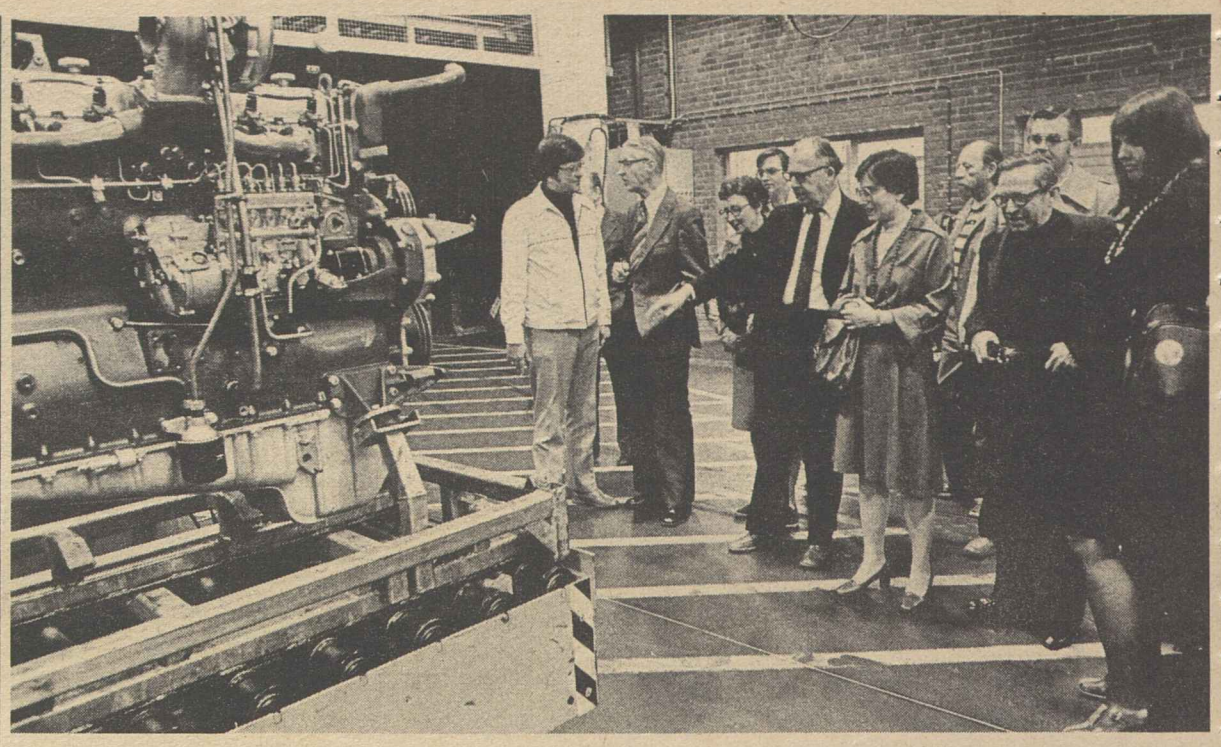
Moe Foner, executive secretary of Hospital & Health Care division of the Retail, Wholesale & Dept. Store Union, said a chief cause of the surge in health care costs can be traced to the exemption for hospitals from requirements for detailed financial reports.

"The suspicion has grown that hospital secrecy hides wasteful spending and corruption," Foner said.

He cited questionable practices of hospitals in dealings that give special advantages to the private businesses of hospital trustees; excessive salaries and fringe benefits to hospital administrators, and lucrative franchise operations for pathologists, radiologists and anesthesiologists.

"A real disclosure law would lay to rest the myth that places a major share of the blame for skyrocketing hospital costs on the workers," Foner said.

Institutions that are free of abuses "owe it to the entire health care industry to join with labor and other consumer-oriented groups in seeking effective disclosure legislation that would remove voluntary hospitals from the grey area of suspicion," he added.



EDITORS OF 10 AFL-CIO publications toured the Saab-Scandia plant in Sodertalje, Sweden, recently during a week-long visit to Sweden as guests of the Swedish LO and TCO. During their visit they met with leaders of the two Swedish labor federations, members of the building trades and metal workers unions and leaders of the Parliament.

Accord on TV Imports Draws Sharp Criticism

(Continued from Page 1)

said in a joint statement they found "little cause to rejoice" in a three-year agreement which permits imports of color TV sets from Japan to rise by almost 60 percent from the level that prevailed prior to the flood of imports in 1976.

"Such an agreement virtually ignores the unanimous finding of serious injury made by the International Trade Commission as well as the ITC's recommendation that the economic recovery of the color TV industry necessitated relief from imports for a period of five years," Dawson and Clayman said.

The two said they were "disheartened by a government policy that fails to give sufficient consideration to American workers and American industry."

The agreement provides for an annual limitation of 1,750,000 color TV imports from Japan for three years starting this July, as against the 1,300,000 limitation from all countries requested by the 15 unions and corporations that comprise COMPACT.

The 1.75 million limit obviously factors in the 1976 import level, which reached 3.3 million complete and incomplete sets, mostly from Japan, COMPACT observed.

Clayman and Dawson were especially disturbed that the agreement will not take effect until July 1, instead of Jan. 1, as previously reported.

"Present levels of inventories of Japanese color television sets are known to be very high, and it is feared by many close to the industry that Japan will accelerate inventory build-up prior to the start of the agreement," they said.

That, they added, "will further water down the modest level of relief provided for by the agreement."

Pointing out that the average level of Japanese imports between 1971 and 1975 was only slightly more than one million sets, Clayman and Dawson declared: "We do not consider it proper to include 1976 in the base period for determining an honest import limitation."

The COMPACT leaders observed that Japanese Prime Minister Fukuda called the 1976 color TV import invasion an "aberration" that should not be used as a gauge in determining the limitation level.

They recommended that the federal government keep a cautious eye on the manipulation of the Japanese yen which in 1976 gave Japanese producers a pricing advantage. They also urged the government to enforce the 1971 anti-dumping finding of the Treasury Dept. through the collection of substantial dumping duties.

In addition, they urged President Carter to make adequate provision for the proper enforcement of the import limitations in the new agreement, and to guard against any attempt to circumvent the terms of the pact.

The 15 union-industry members of COMPACT and one non-member company filed a petition with the U.S. International Trade Commission last September asking for relief under the escape clause provision of the 1974 Trade Act.

The labor members are the IUD, Allied Industrial Workers, Flint Glass Workers, Communications Workers, Glass Bottle Blowers, Machinists, International Brotherhood of Electrical Workers, Electrical, Radio & Machine Workers, Furniture Workers, Steelworkers and the unaffiliated Radionic Workers.

Child Labor Law Violations Double

The number of children found to be illegally employed in the first half of fiscal 1977 was 89 percent higher than in the same period a year earlier, Labor Sec. Ray Marshall announced.

Marshall said the Labor Dept.'s wage and hour division reported that 10,113 minors were found to be illegally employed between last Oct. 1 and Mar. 31, compared with 5,351 in the same period a year earlier. The division, part of the Labor Dept.'s Employment Standards Administration, is responsible for enforcing the child labor laws of the Fair Labor Standards Act.

Wage Chiseling By Employers Hits New Peak

(Continued from Page 1)

"The major reason for the difference between the total money found due to employees and the amount actually paid is the employers' refusal to pay back wages in cases unsuitable for litigation by the Labor Dept.," the department said.

Most of the underpayments resulted from violations of minimum wage and overtime provisions of federal labor law. Minimum wage underpayments in the first half of fiscal 1976 totaled $23.4 million owed to 205,452 workers, while overtime underpayments amounted to $28.5 million owed to 144,397 employees. In the same period a year earlier, the government uncovered minimum wage underpayments of $22.2 million to 161,679 workers and overtime chiseling of $21.1 million involving 131,730 workers.

The underpayments included wage shortages under the Davis-Bacon and Walsh-Healey Acts which protect workers employed on federally funded contracts.

Some workers were counted twice because they were underpaid in violation of both the minimum wage and overtime provisions, the Labor Dept. pointed out.

Other underpayments involved violations of the Equal Pay Act, amounting to more than $6.7 million for 8,671 workers, most of them women. The law requires equal pay for men and women doing substantially equal work in the same establishment.

House Approves Youth Jobs Bill, Recession Aid to Cities, States

(Continued from Page 1)

plemental appropriations for the package for fiscal year 1977.

The AFL-CIO had termed the President's original stimulus package inadequate in terms of reducing unemployment and putting the country back to work. Congress moved to increase the public works measure and improved in some degree other parts of the package.

The Youth Employment bill creates a Young Adult Conservation Corps to employ persons between 19 and 24 for one year on conservation projects on public lands including reforestation, trail and campground improvement, soil erosion and other projects. This would provide about 35,000 jobs.

Another section would add to the CETA program a variety of demonstration projects on different approaches to employment of disadvantaged youths. A third approach would be to guarantee part-time jobs and skills training to youths returning to high schools.

House approval included a section calling for payment of prevailing wages for most of the proposed jobs, a section opposed by a number of Republicans. Funds for the program have been included in the supplemental appropriations bill.

The countercyclical aid measure authorizes extension of the existing program through the next fiscal year and almost doubles the funds involved, providing a maximum of $2.25 billion through September 1978.

The aid is distributed to states and cities with an unemployment rate over 6 percent with increased funds for each tenth of one percent over 6. The old measure called for additional aid on the basis of each half percent increase.

In action bearing on the stimulus to the economy, Congress cleared a target federal budget of $461 billion for fiscal year 1978 starting in October of this year, with a deficit of $64.7 billion, $7 billion more than Carter's estimate.

The difference reflects in general a congressional view that the Carter budget provides too little stimulus in terms of economic recovery. The House vote was 221 to 177; the Senate had passed the budget earlier, 54 to 23. The budget figure is designed to guide Congress in appropriating money for individual programs; it will be up for final approval in September.

Congress also cleared to the President a tax bill designed as part of the stimulus package originally but changed by both the Administration and Congress so that it provides relatively minor stimulus through tax reduction. The President withdrew his original proposal for a $50 per person tax rebate and an investment credit for business. Congress wrote in an employment credit for employers which is not expected to result in much new hiring.

Correspondence about address corrections should be sent with attached mailing label to: AFL-CIO Subscriptions, Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

5-21-77

Senate Approves Food Stamp Reforms

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Beats Move To Ban Aid To Strikers

The Senate rejected all attempts to gut a labor-supported food stamp reform program and passed it intact as part of a farm price support measure.

It would greatly simplify the program by ending the present requirement that low-income households must purchase a monthly allotment of food stamps in order to get a "bonus" of free stamps. Both the Carter Administration and the AFL-CIO had urged abolition of the purchase requirement, which has kept many needy families from taking part in the food stamp program.

The new legislation tightens income ceilings on eligibility, but the number dropped would be far smaller than under the drastic cuts that the Ford Administration had sought to impose. The total number of persons being helped by food stamps would rise from 17.5 million to an estimated 19.2 million, however, because of elimination of the purchase requirement.

Eleven of the Senate's most conservative Republicans cosponsored an amendment that sought to disqualify families of strikers from obtaining food stamps, no matter how great their need. The amendment, introduced by Sen. Strom Thurmond (R-S.C.), was tabled and thus killed by a decisive 56-38 margin.

Although relatively few strikers meet the test of assets necessary to qualify for food stamps, employer groups have repeatedly sought a flat disqualification from benefits. Sen. Jesse Helms (R-N.C.), notorious for his anti-union views, told the Senate during debate that allowing needy families of strikers to obtain food stamps "undermines collective bargaining."

An AFL-CIO fact sheet circulated before the debate noted that those who want to disqualify families of strikers "do not seek to eliminate government subsidies and aid for employers who lock their workers out or force a strike."

The Senate also beat, 64-31, an amendment by Sen. Carl T. Curtis (R-Neb.) to continue the monthly purchase requirement.

One labor-endorsed amendment was narrowly beaten. As sponsored by Senators George McGovern (D-S.D.), Robert Dole (R-Kan.) and Hubert H. Humphrey (D-Minn.), it would have continued the food

(Continued on Page 8)

Court Rules Agency Shop Valid for Public Workers

Strip Mine, Youth Job Bills Passed

A pair of labor-endorsed bills that have already passed the House won Senate approval by one-sided margins—a strip mining control bill similar to legislation President Ford twice vetoed, and job-creating youth employment legislation.

House-Senate conferees will have to reconcile differences in the bills, but final passage and presidential approval are anticipated in both cases.

The youth employment measure, approved 80-3, is designed to create 200,000 jobs and job-training opportunities over 18 months. Its ingredients include:

- A Young Adult Conservation Corps, to work on outdoor projects in national parks and forests.
- Community improvement projects, using young people to improve low-income housing and neighborhood facilities. Labor standards would be safeguarded.
- A broad range of job and job-training programs for low-income youngsters.

The strip mining bill, passed 57-8, differs in some provisions from the House version. But both measures require open-surface mining operators to restore land they have torn up. The restoration must meet federal or state standards, whichever are more stringent.

The legislation is one of the "unfinished business" priorities on the AFL-CIO agenda and has

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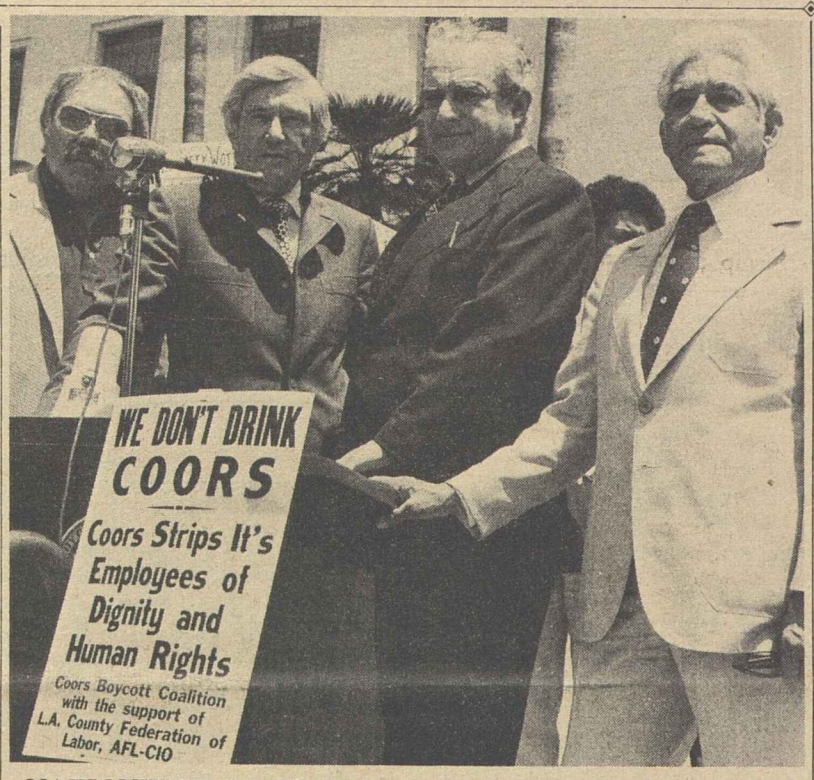


NATIONWIDE BOYCOTT of Coors beer got an added boost in Los Angeles as a large crowd of trade unionists staged a rally at City Hall. Addressing the rally were, from left, AFL-CIO Field Rep. Chuck Hogan, Executive Sec. William R. Robertson of the Los Angeles County AFL-CIO, Deputy Director Don Slaiman of the AFL-CIO Dept. of Organization & Field Services, and President J. J. Rodriguez of the County AFL-CIO. **(Story, Page 8)**

Challenge By R-T-W Unit Denied

The Supreme Court upheld the constitutionality of agency shop agreements in the public sector against a challenge financed by the National Right to Work Committee's legal fund.

"Public employees are not basically different from private employees," the court found, and the constitutional rights of neither group are impaired by a union security agreement.

That was the essential argument union attorneys had made in defense of the agency shop agreement negotiated by the Detroit local of the American Federation of Teachers and of the Michigan state law that authorizes such agreements.

Both sides saw the case as of major importance. The anti-union groups have increasingly focused their efforts on public sector collective bargaining. The AFL-CIO and the Auto Workers filed a joint brief supporting the position of the Teachers and the Detroit Board of Education.

AFT President Albert Shanker termed the decision "an important victory for all public employees" and a big step toward "a rational system of labor relations in the public sector."

On the key issues, a 6-3 majority joined in an opinion by Justice Potter Stewart that demolished the principal "right-to-work" arguments—that government employees somehow have a unique constitutional right to avoid paying their share of a union's bargaining and grievance-handling expenses, and that there is no way to separate bargaining costs from political expenditures because collective bargaining in the public sector is in-

(Continued on Page 7)

Penalizing the Poor:

Energy Tax Plans Scored as Unfair

The AFL-CIO pressed Congress to shape a national energy program that won't depend on high prices to reduce consumption.

Labor agrees with the need for "tough conservation measures," AFL-CIO Legislative Director Andrew J. Biemiller testified. And "we consider the development of alternative energy sources to be equally important."

But Biemiller told the House Ways & Means Committee that the AFL-CIO parts company with the Administration on its "attempt to meet energy goals through tax provisions which penalize consumers and workers and reward business."

Attempts to achieve conservation through price and tax hikes are unfair and don't work, Biemiller said. With him at the hearing was Frank Pollara, the federation's specialist on energy matters.

"The major tax proposals—the gas guzzler tax, the standby gasoline tax and the oil equalization tax—boil down to an attempt to ration and conserve energy through increasing its price," Biemiller said.

"For the poor, the effect could be serious hardship, and for many middle-income Americans sharp cutbacks in living standards would occur. But for the wealthy, higher energy costs would mean nothing."

Biemiller cited the sharp rise in oil and gasoline prices since 1973 as evidence that higher costs have at most a temporary impact. Despite repeated price increases for imported oil, he said, "the nation has imported more and become

(Continued on Page 2)

Real Earnings Drop As Price Index Jumps

The cost of living continued to drift steadily upward in April, cutting further into workers' purchasing power, the Bureau of Labor Statistics reported.

For the fourth straight month, the government's consumer price index rose sharply on a rising tide of higher food and energy prices.

Last month's increases lifted the CPI by eight-tenths of 1 percent, projecting an annual inflation rate of 9.6 percent.

The April inflation produced a decrease of one-tenth of 1 percent in real spendable earnings—take-home pay expressed in 1967 dollars. The average worker with three dependents last month had real spendable earnings of $91.43 a week, 11 cents less than in March and about the same as a year earlier when the average was $91.41.

The drop in purchasing power was the second monthly decline in a row. Workers' buying power now is not much more than the $91.32 weekly average for the calendar year 1965.

The April CPI was 6.8 percent higher than in April 1976 and 9.9 percent above the level three months earlier. Last December, the CPI was 4.8 percent higher than the year-earlier level.

Last month's rise in the index of eight-tenths of 1 percent compares with increases of six-tenths of 1 percent in March, 1 percent in Feb-

(Continued on Page 2)

Aluminum Accord Sets Job, Income Guarantee

Miami Beach—The Steelworkers overwhelmingly ratified a new three-year agreement with the aluminum industry providing for greater job and income security, hourly wage increases totaling 80 cents over the life of the pact, and substantially improved fringe benefits.

The settlement, approved 47 to 1 by the USWA's Aluminum Industry Conference, is based on the union's recent settlement with the steel industry in its guarantees of a broad level of income and employment protection.

Achievement of the guarantees was one of the union's highest priorities in the aluminum industry. Director Bruce Thrasher of USWA District 35 in Atlanta, who chaired the Aluminum Industry Conference, said the guarantees go a long way toward reaching that goal.

Meanwhile, the Aluminum Work-

(Continued on Page 3)

Real Earnings Continue Drop As CPI Rises

(Continued from Page 1)

ruary and eight-tenths of 1 percent in January. The CPI stood at 179.6 percent of its 1967 base in April, meaning that goods and services costing $100 ten years ago now cost $179.60.

Food prices rose 1.5 percent over the month, more than twice as much as in March. Increases of four-tenths of 1 percent for commodities other than food and eight-tenths of 1 percent for services were the same as in March.

The cost of food bought in grocery stores rose 1.6 percent and prices of restaurant meals and snacks away from home increased by 1.1 percent, BLS said. Fresh vegetable prices rose in April, following a decline in March. Beef prices also turned up after declining for two months.

The upsurge in coffee prices continued. In addition, prices for pork, cereal and bakery products, sugar and sweets, and fats and oil products increased more than in March. Prices of eggs and fresh fruits, however, declined.

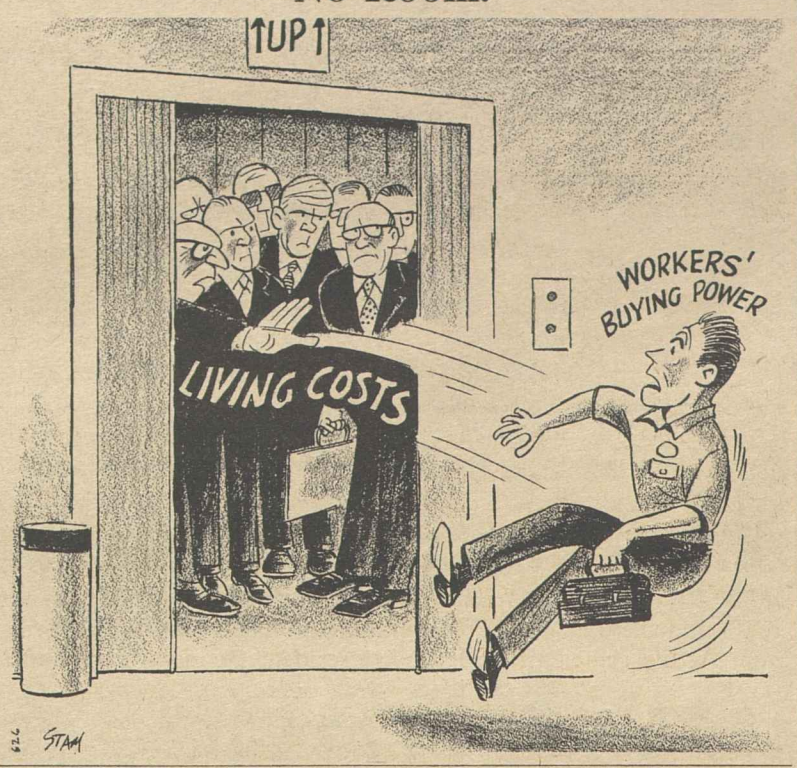
The four-tenths of 1 percent rise in nonfood commodity prices was identical to the March increase and compared with rises of seven-tenths of 1 percent in February and January. New car prices declined slightly, but used car prices rose. Sharp increases were posted for fuel oil, coal, gasoline and motor oil.

Other commodities registering increases included houses, furniture and floor coverings.

Higher transportation costs were primarily responsible for the rise of eight-tenths of 1 percent in the services index, BLS said. The increase was greater than in recent months, reflecting large increases in automobile insurance charges.

Medical care services also rose sharply, compared with monthly increases over the preceding four months. Rents in April also were higher than in March or February.

'No Room!'



High Prices Opposed As Energy-Saving Tool

(Continued from Page 1)

even more dependent upon foreign sources."

The Ways & Means Committee is considering tax-related aspects of the Administration's energy program, and the AFL-CIO statement dealt with the measures within the committee's jurisdiction.

Biemiller stressed these points:

- Energy-efficient automobiles should be encouraged and the present law that mandates a constantly rising miles-per-gallon average for auto manufacturers should be strictly enforced and perhaps toughened. But the proposal to tax purchasers of large cars and rebate the money to buyers of small cars "would encourage the importation of foreign-made cars at the expense of American jobs, penalize large families which need transportation and provide a license for the affluent to waste energy."
- The so-called "stand-by gasoline tax" should be rejected. "It would have little effect on overall gasoline consumption and fails to recognize that for many Americans gasoline is a necessity. . . . It is clearly an attempt to ration by price."
- The proposal to raise price ceilings on oil from domestic wells that have long been in production to the "world" price would raise profits for oil companies but serve no useful purpose.
- Business already gets a generous investment tax credit and an additional energy tax credit would merely "waste huge amounts of tax dollars by rewarding larger and more prosperous firms for doing what they would do anyway." Similarly, the President's proposal to restore tax loopholes as an incentive to drilling "should be rejected."

On the positive side, the AFL-CIO testimony endorsed Carter's proposals for:

- Limited tax credits for homeowners to make homes more energy efficient or install solar heating. It should be supplemented by low-interest loans and loan guarantees to help finance improvements, labor said.
- Taxes on industrial and utility users of oil and natural gas to encourage conservation and conversion to coal or other energy sources. "We believe the proposal should go further and actually mandate such conversion."
- Elimination of the 10 percent tax on inter-city buses.
- A higher excise tax on noncommercial aviation fuel.

Biemiller told the panel that the Administration program is "conspicuously remiss" in not seeking to take the importation and allocation of oil out of private hands.

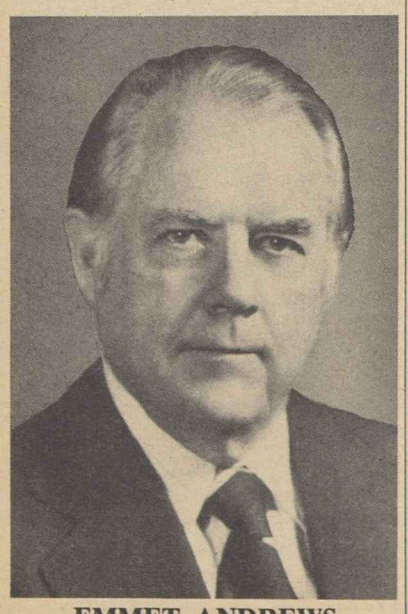
"The sale and price of oil is politically controlled by foreign nations," the AFL-CIO emphasized. So long as there is no real free market, "the government should determine the amount of oil imported, negotiate its price and provide for its allocation."

Emmet Andrews Elected Head of Postal Workers

The executive board of the Postal Workers elected Emmet Andrews as president of the 250,000-member union. Andrews, 60, fills the unexpired term of Francis S. Filbey, who died May 17.

Andrews, APWU's industrial relations director since 1972, received the needed two-thirds majority on the fifth ballot. He polled 32 votes to 14 for runner-up Sec.-Treas. Chester Parrish. Six candidates were on the first ballot.

Immediately after his installation, Andrews appointed Forrest Newman, administrative aide for the clerk craft, to succeed him as industrial relations director and named former regional vice president Kenneth Wilson to fill Newman's old post. Both appointments were unanimously confirmed by the board.



EMMET ANDREWS

The board also approved Andrews's recommendation to name the APWU Hospital Plan building in Silver Spring, Md., after Filbey.

Andrews has been active in union affairs nearly 40 years, since going to work as a postal clerk in San Francisco. He held a number of top offices in Local 2 of the old National Federation of Post Office Clerks before he was appointed a national vice president of the San Francisco region. He was elected a full-time vice president in 1962.

Andrews came to the union's national headquarters in Washington after he was elected executive aide in 1966. He later succeeded Filbey as administrative aide of the Postal Clerks.

Andrews became administrative aide of the clerk craft following the 1971 merger creating the APWU. He was elected industrial relations director the next year and was subsequently re-elected in 1974 and 1976.

In recent years, Andrews has served on the union's negotiating committee and represented the APWU in grievance and equal opportunity cases before the Civil Service Commission.

Andrews's term as president expires in November 1978.

Molisani Gets Award For Human Relations

New York—E. Howard Molisani, first vice president of the Ladies' Garment Workers, received the American Jewish Committee's 1977 human relations award.

Molisani, who also is secretary-treasurer of the New York State AFL-CIO, was cited for his dedication to "vital civic, educational and philanthropic causes."

'Common Sense' Priorities:

OSHA to Focus On Major Hazards

Federal job safety and health enforcement efforts are being redirected toward serious workplace hazards rather than trivial and often unnecessary regulations, Labor Sec. Ray Marshall announced.

Marshall said the emphasis will be on "common sense priorities," stressing that the Occupational Safety & Health Administration from now on "is going to get serious about serious dangers" that workers face on the job.

Responding to often-voiced criticism from unions and employers, Marshall said both were right.

"OSHA did have far too many petty regulations," he said. "OSHA has neglected long-term health problems in order to enforce some petty standards not directly affecting safety or health."

Assistant Labor Sec. Eula Bingham, OSHA's director, said the agency is launching an all-out effort to combat occupational illness and disease by refocusing enforcement on the most serious health and safety problems.

"Beginning this year," Dr. Bingham said, "95 percent of OSHA's inspections will be devoted to those industries with the most serious health problems, such as construction, manufacturing, transportation and petrochemical."

Labor safety experts welcomed the announcement, viewing it as an encouraging step toward meeting the original intent of the 1970 job safety law.

President Robert A. Georgine of the AFL-CIO Building & Construction Trades Dept. said there was a "seemingly deliberate mismanagement" of OSHA by previous Administrations.

"We are pleased that, for the first time, OSHA has the commitment of President Carter to the purpose of the law," Georgine observed. He also commended the direction Marshall and Bingham are taking in the new enforcement policies.

The shift in emphasis outlined by Marshall and Bingham includes:

- Stepping up the attack on occupational illness and disease.
- Eliminating needless and complex regulations.
- Expanding the use of notices for minor violations that have nothing to do with worker safety and health.
- Appointing a special assistant for small business affairs in OSHA and publishing materials to help small business employers comply with federal regulations.

Dr. Bingham said that although OSHA will concentrate on serious safety and health problems, the agency will not ignore small businesses that pose dangers to workers.

While a small food store is likely to escape OSHA inspection, she said that such places as small auto repair shops and dry cleaners where workers are exposed to hazards can expect to draw OSHA's attention.

Marshall pointed out that OSHA's enforcement staff of 1,400 inspectors has the responsibility of regulating more than 5 million workplaces.

"Even if these inspectors work overtime," Marshall noted, "they can visit no more than 2 percent of the workplaces in America. That's why we have to focus our efforts where the hazards are most likely."

Jobless Bricklayers Hit Work Visas for Aliens

Mobile, Ala.—About one-third of the Bricklayers in the Mobile area have been unemployed for several months, but their chances of finding work on a multimillion dollar construction project before their jobless benefits run out are slim.

The job prospects of unemployed members of Bricklayers & Allied Workers Local 2 were cut short by 42 West German bricklayers and laborors who were brought in on special visitors' visas to do the masonry work on the construction of a $200 million feed plant in Theodore, Ala., a suburb of Mobile.

The alien construction workers are employed by the Franz Hof Co., a West German masonry firm building the giant plant for DeGussa of Alabama, Inc. DeGussa's parent firm is also based in Germany.

Bricklayers President Thomas F. Murphy has charged that the B-1 classification visas issued to the German workers by American consuls in Dusseldorf and Munich constitute a misapplication of Immigration & Naturalization Service regulations.

The B-1 visas are generally reserved for commercial or professional representatives who might be brought here to install specialized equipment that is unfamiliar to U.S. technicians.

The union pointed out that alien workers are not installing intricate machinery, but are doing routine masonry work that can easily be handled by the unemployed members of Local 2.

President Robert A. Georgine of the AFL-CIO Building & Construction Trades Dept. said in a letter to President Carter that "importation of foreign workers, pursuant to INS regulations, while American workers remain unemployed is damaging to the economy and contrary to congressional intent."

Georgine said that it was inconceivable that work permits were properly issued to the German workers when 35 percent of the construction trades craftsmen around Theodore, Ala., are unemployed and qualified to handle the job.

Georgine also noted that 15 additional German bricklayers are expected to arrive in Alabama shortly to work on the DeGussa project. Copies of Georgine's letter were also sent to Sec. of State Cyrus Vance, Atty. Gen. Griffin Bell, Labor Sec. Ray Marshall and several members of Congress.

E. A. Lewis, business agent for Local 2, said that members of his local are expected to lose about $400,000 in wages and benefits in the 21 weeks allotted for the second stage of the construction project.

Rather than earning wages, Lewis said union bricklayers remain "sitting on the bench" and the state is required to continue paying them jobless benefits.

Ratified by USWA:

Job, Pay Guarantees Top Aluminum Pact

(Continued from Page 1)

ers International Union which represents an additional 30,000 workers in the industry, continued its bargaining with the three major firms against a May 31 deadline. Their past settlements have closely paralleled those of the Steelworkers.

The aluminum settlement establishes a three-tiered program under which all employees with two or more years of service will enjoy a substantially increased measure of job and income security.

"This contract brings to our members the greatest wages and benefits package in the 41-year history of our union," Thrasher said. In addition to income and job protection, the union negotiators won across-the-board improvements in pensions, life insurance coverage, sickness and accident benefits, a new vision care plan, an improved dental program, and an 11th paid holiday.

The pact covers some 31,000 USWA members employed by the Big 3 aluminum companies —Aluminum Co. of America, Reynolds Metals Co., and Kaiser Aluminum & Chemical Corp. Another 15,000 members covered under contracts with later expiration dates will be affected by the new agreement.

Under the income maintenance program outlined in the new agreement, a worker is guaranteed 85 to 95 percent of his income if he is displaced to a lower-paying job. The size of the percentage would depend on his length of service with the company.

Another feature of the contract lengthens the maximum duration of supplemental unemployment benefits (SUB) for laid-off workers. Workers with 20 years or more of seniority would get two years of SUB benefits, double the present ceiling. Those with 10 to 20 years service would receive such benefits for 18 months while employees with 2 to 10 years of service would receive SUB payments for up to one year.

The SUB payments for Tier II (10 to 20 years service) and Tier III (over 20 years service) employees will be guaranteed by increased company contributions to the SUB plan. The duration of SUB benefits for workers with the least seniority will not be guaranteed.

The new income security plan will not become effective until Jan. 1, 1978, but will pick up employees whose last day of work was on or after Jan. 1, 1975.

Another major provision of the agreement is the "rule of 65" retirement plan which will permit workers whose age and years of service total 65 to retire with a pension and a $300-a-month supplement until he or she becomes eligible for social security. The supplement would be suspended if the retiree obtained "suitable long-term employment" but would be resumed if such employment ended.

The new pact also boosts the "pension factor" by $1.75 on June 1 and by $1.50 two years later from the current range of $11 to $15. The pension factor, multiplied by a worker's years of service, determines his monthly pension benefits.

First-year wage increases will total 50 cents an hour, including a 40-cent hourly boost on May 30 and 10 cents in December. Additional 10-cent-an-hour increases will take effect in June and December of 1978 and in June 1979.

The union also retained its cost-of-living escalator provision, continuing the formula of a one-cent per hour wage increase for each rise of three-tenths of a point in the consumer price index. The amount of such raises rolled in to the hourly wage scale since Mar. 1, 1974, will stand at $1.32 after a 15-cent increment on May 30.

In addition, the union won a major improvement in the application of future cost-of-living pay adjustments. From now on, such adjustments will be made for all hours paid for rather than for all hours worked. This means that the cost-of-living will be reflected in such benefits as holiday pay, vacation pay, jury and witness pay, and bereavement pay.

MUTUAL GOALS to improve conditions for all workers were reaffirmed by officials of the AFL-CIO and the Japanese Confederation of Labor (DOMEI) during a week-long meeting in Washington. At the center are Federation President George Meany and DOMEI President Seiji Amaike.

AFL-CIO, Japanese Federation Pledge Fight for Common Goals

The AFL-CIO and the Japanese Confederation of Labor (DOMEI) pledged to continue efforts to improve living standards and working conditions of workers in both countries and to fight totalitarian threats to free workers in all parts of the world.

A joint statement citing the goals of the U.S. and Japanese labor movements was signed by Federation President George Meany and President Seiji Amaike of DOMEI at the conclusion of a week-long conference in Washington.

Conference representatives pointed out that current international economic problems and the human waste of high unemployment are burdening all workers.

They stressed that the development of the world economy must be geared to promoting growth, employment, internal markets and improving living standards.

"Unemployment and poverty must be eradicated, not shifted from one country to another," the statement declared. "Trade expansion must be based on fairness, reciprocity and mutual benefit—especially to workers of both nations."

The conference participants expressed concern over the serious imbalance in international trade and called for trade and investment policies "which are fair and fully consistent with each nation's domestic needs for jobs and economic growth."

Mutual understanding and agreement are necessary to avoid market disruptions and their adverse effect on the lives of workers, they said.

DOMEI and AFL-CIO representatives also deplored the change in the character of the International Labor Organization and UNESCO, charging that the original aims of the United Nations agencies have been distorted for political purposes.

"The role of these organizations of furthering world peace and social and economic justice is dependent upon achieving greater cooperation from governments and, in the tripartite structure of the ILO, from worker and employer representatives," the statement said. "Only then will reason prevail and the integrity of these organizations be preserved."

Other areas of agreement outlined in the statement include:

- AFL-CIO support of the application of Japanese union members for fishing rights in compliance with U.S. conservation and management measures under the new 200-mile coastal limit.
- Reaffirmation of AFL-CIO support of DOMEI efforts for the return of northern island territories to Japan that the Soviet Union seized at the end of World War II.
- A commitment to aid struggling trade union movements in Asia that face totalitarian domination and authoritarian repression and a pledge to conduct jointly sponsored education and social development projects.
- Tighter regulation of multinational corporations to correct the problems they cause in domestic economies and world trade.

In addition to Meany, AFL-CIO representatives participating in discussions with DOMEI officials included Sec.-Treas. Lane Kirkland, Vice Presidents James T. Housewright, Charles H. Pillard and J. C. Turner; President-elect William Winpisinger of the Machinists, President Edward J. Carlough of the Sheet Metal Workers, International Affairs Director Ernest Lee and Morris Paladino, executive director of the Asian-American Free Labor Institute.

DOMEI and the federation also agreed to promote industrial level mutual exchange programs and to meet next year in Tokyo.

Georgine Calls on Building Trades To Recruit Women for Craft Jobs

Local and state building and construction trades councils have been urged to give special attention to women seeking construction industry careers.

President Robert A. Georgine of the AFL-CIO Building & Construction Trades Dept. called on the councils to recruit, prepare and place qualified women in craft positions through Apprenticeship Outreach Programs.

In a letter to officials of the department's 383 local and 33 state councils, Georgine said that "discrimination because of sex cannot be tolerated in the trade union movement any more than racial discrimination can be permitted."

But these affirmative action measures to promote female participation in the trades must be based on sound and proven methods, he stressed.

"Quotas and 'instant journeymen' schemes are unacceptable," Georgine said. "They are not only detrimental to the construction industry, but also to those individuals who aspire to successful careers in the building trades."

He pointed out that apprenticeship Outreach Programs operating in 99 cities have proved successful in increasing minority representation in the trades and also can be used effectively to assist qualified women applicants.

As of the end of 1976, Georgine noted that 43,222 persons have been brought into the construction industry as apprentices through the programs.

"The AOPs have been largely responsible for the fact that minority apprentices in the building trades have increased from 6.9 percent in 1967 to about 19 percent at the present time," he observed. "This most remarkable record has been compiled in the face of a severe depression in the construction industry and without lowering standards or entry requirements."

Major sponsors of outreach programs include the National Urban League, R-T-P, Inc. and the AFL-CIO Human Resources Development Institute.

Georgine also expressed hope that the construction industry may be approaching the end of its worst recession ever, suggesting that a solid upturn "would provide additional opportunities for minorities and women to enter building trades apprenticeship programs."

In his letter to the building trades councils, Georgine outlined steps that could be taken to facilitate the admission of women to the construction industry, urging that:

- Apprenticeship openings be publicized in the community.
- Relationships be developed on local and state levels with women's groups and other organizations as possible sources of apprenticeship applicants.
- School counselors be contacted to inform female students about nontraditional employment opportunities and openings that may exist, but never have been fully utilized in the building trades.

Georgine also reminded the council officials that the BCTD and its 17 affiliated unions have worked closely with HRDI, noting that HRDI operations in 54 major cities are available to them.

Support Affirmed For Korean Labor

The AFL-CIO reaffirmed its support of the Federation of Korean Trade Unions and its efforts on behalf of Korean workers at a meeting with the FKTU leaders visiting in Washington.

The federation's president, Chung Dong-Ho, met with AFL-CIO President George Meany, Ernest Lee, dirtctor of international affairs, and Morris Paladino, executive director of the Asian American Free Labor Institute. The discussions included a review of improved wages and working conditions for Korean workers and other issues confronting the international labor movement.

Chung, accompanied by Choi Ik-Ok, FKTU director of international affairs, met with leaders of other AFL-CIO unions. Their visit was sponsored by AAFLI, which has assisted the Korean union federation since 1970 in developing a wide range of workers' education and social development projects.

NLRB Cases Continue to Rise

The National Labor Relations Board handled 12,194 cases of all types during the last three months of 1976, an increase of 7.4 percent over the same period a year earlier.

The board, which administers the nation's primary labor relations law, reported that it processed 8,515 charges alleging unfair labor practices, up from 7,911 in the same quarter in 1975. The agency also handled 3,679 petitions seeking various employee elections, compared with 3,444 in the corresponding period a year earlier.

Most of the cases were received and disposed of at NLRB regional offices. Regional directors issued 1,083 formal complaints setting cases for trial, compared with 916 complaints in the same quarter a year earlier.

Of the 8,515 charges of unfair labor practices, 5,917 were brought against employers.

NLRB agents conducted 2,148 secret-ballot employee elections during the quarter, with 90 percent of the eligible employees voting. In 47 percent of the elections, workers chose unions as their collective bargaining representative.

The NLRB said there were 18,555 cases of all types pending disposition at various procedural levels at the end of December 1976, compared with 19,173 pending at the end of September 1976 and 15,575 cases pending on Dec. 31, 1975.

Energy and Taxes

THE AFL-CIO concurs with the general objectives of the national energy program outlined by the President. It agrees with the emphasis on tough conservation measures and the establishment of strategic reserves. We consider the development of alternative energy sources to be equally important.

However, most of the major weaknesses we see in the President's program are centered in the proposals which attempt to meet energy goals through tax provisions which penalize consumers and workers and reward business.

The major tax proposals—the gas guzzler tax, the standby gasoline tax and the oil equalization tax—boil down to an attempt to ration and conserve energy through increasing its price. For the poor, the effect could be serious hardship and, for many middle-income Americans, sharp cutbacks in living standards would occur. But for the wealthy, higher energy costs would mean nothing.

Inflating the price of energy to induce conservation just doesn't work. The October 1973 embargo and the subsequent massive increase in energy costs and prices contributed substantially to a worldwide recession, generated massive unemployment, skyrocketing inflation and heightened international tensions.

THOUGH WE AGREE with and can support many of the proposals contained in the President's plan, including some of the tax measures, we urge the committee to reject those proposals which would unfairly place the burdens of energy conservation and development on low and middle-income consumers, workers and taxpayers.

The Administration has proposed a complex variety of rebates and incentives geared to minimize the effects of the huge tax increases. We do not feel that the rebate system could be equitable.

The proposed rebate of the "gas guzzler" tax would, for example, place the nation in a position of subsidizing the purchase of foreign cars at the expense of U.S. jobs.

The per capita rebate for the standby gasoline tax is a haphazard and arbitrary transfer of income from those who must use their automobile to those who have access to other means of transportation.

The proposed rebate of the "crude oil equalization tax" is supposed to protect homeowners who heat with oil, but the rebate would go to the oil retailer with no guarantee that it would be equitably refunded to the homeowner.

We feel the Administration's energy program is conspicuously remiss in its failure to support legislation which would take the importation and allocation of oil out of private hands.

The sale and price of oil is politically controlled by foreign nations. A free market does not exist. So long as this is the case, the government should determine the amount of oil imported, negotiate its price and provide for its allocation.

We are convinced that the nation's energy problem is a critical one. We feel that the Administration has done a great service in alerting the country to the problems and recommending a set of detailed and far-reaching proposals. We hope that the Congress will examine the program objectively, build on what is good, reject what is bad and develop a comprehensive program that is in the best interests of the nation and its people.

—From AFL-CIO testimony before the House Ways & Means Committee.

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'Once More—L-L-Lift!'

The Indiana Victory:

Rightwing 'Freedom of Choice' Backs Laetrile, Hits Marijuana

By Gus Tyler

LAETRILE—the disputed cancer drug—will be legal in Indiana. The vote in the state legislature was overwhelming: 85 to 10 in the House and 44 to 4 in the Senate.

Gov. Otis R. Bowen was embarrassed; he is a doctor who vetoed the original bill because he believes that the drug is worthless. The Democratic president of the Senate, Robert J. Flair, said: "It's the biggest embarrassment I've had in public office."

The campaign to legalize laetrile was led by a right-wing group that is based in California. Its peculiar appeal may lie in its rather convincing name: The Committee for Freedom of Choice in Cancer Therapy.

Most of the active members of this vociferous little society believe that laetrile helps cure cancer. Official government agencies say it is worthless. The Food & Drug Administration banned the drug in 1963. The American Medical Association, the National Cancer Institute and the American Cancer Society have turned thumbs down.

But that has not stopped the true believers. They have been ready to defy the law to push their drug. Four members of the committee were sentenced by a federal court in San Diego for importing the stuff from Mexico and selling it here. Fifteen others were indicted last year.

It is doubtful whether most of the legislators who voted to legalize laetrile believe that the drug is a cure. But they did not have to hold that conviction to vote for the bill. All they had to believe was that the cancer patient should have his or her "freedom of choice."

It is this element that made the laetrile campaign a natural for organized conservative groups in the United States. They are opposed to government interference. They seized upon the saccharin ban to fuel their own fires.

The Republican state representative who sponsored the bill to legalize took a down-to-earth position: "You've got to allow cancer patients to take what they want for their disease. What else is there to do but say: 'Sorry, fella—go home and die'?" In other words, laetrile offers a moment of hope, some peace of mind, a surcease from despair: It is a mood drug.

The victory of the conservatives in Indiana, however, should pose something of a problem to their fellow conservatives in New York, who are actively opposing a bill to decriminalize the use of marijuana, another mood drug. (Decriminalization would mean fines instead of imprisonment for first and second offenders caught with "pot" in small quantities.)

There is a lack of general agreement in the medical community on the danger of using marijuana. Many serious students of the subject believe it may be less harmful than cigarettes and alcohol.

Right now, anti-pot laws breed disrespect for law. Violations are at least as widespread as violations of the Volstead Act in the Prohibition days.

If "freedom of choice" is really what the conservatives want, then they must have difficulty asserting "freedom" to use laetrile while denying "freedom" to use marijuana. Consistency would suggest that they ought to call off their push to stay tough on pot, at least until the stuff is found officially dangerous.

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Supreme Court On Free Riders

The designation of a union as exclusive representative carries with it great responsibilities.

The tasks of negotiating and administering a collective bargaining agreement and representing the interests of employees in settling disputes and processing grievances are continuing and difficult ones. They often entail expenditure of much time and money. . . .

Moreover, in carrying out these duties, the union is obliged fairly and equitably to represent all employees, union and nonunion, within the relevant unit.

A union shop arrangement has been thought to distribute fairly the cost of these activities among those who benefit, and it counteracts the incentive that employees might otherwise have to become "free riders" — to refuse to contribute to the union while obtaining benefits of union representation that necessarily accrue to all employees.

—From U.S. Supreme Court opinion, Abood v. Detroit Board of Education, decided May 23, 1977.

Loopholes, Meager Benefits:

Health Insurance Flaws Show Need for Medical Cost Curbs

By Sidney Margolius

PRESIDENT CARTER has asked Congress for legislation restraining the inflation in hospital costs. The proposed curbs are modest enough. If Congress approves, for 1978 the hospital rate increase would be limited to about 9 percent if the inflation continues at the 6 percent rate expected by most economists.

Still, this is at least some effort at a time when the hikes in hospital fees seem unending. In the past decade these costs have risen at a rate of 15 percent a year, about twice the 7.5 percent rate of the overall cost of living. In 1965 the average hospital stay cost a little over $300. Today it's almost $1,300, researchers report.

The leap has made many families anxious about whether they have enough insurance. Truly comprehensive health insurance policies have become very expensive and some insurers even are limiting enrollment altogether, including Medicare supplementary policies.

A recent study by the Congressional Budget Office found that nearly half of all Americans have inadequate or no insurance at all for health care. Low-income families were found most likely to have limited coverage, with insurance for long-term care and mental health services often not available.

One effect of the concern over the high costs is that moderate-income people often buy policies that seem cheap but provide only meager benefits or have potential loopholes. Some promoters seem to do most of their underwriting work only when claims arrive.

Mail-order promotions that promise "no medical exam" or "no medical questions" may portend serious limitations on coverage especially in the early months or even years.

A recent letter from a credit card company offered coverage to its "family of customers" with "no medical questions to answer." But the accompanying material also stated that benefits wouldn't be paid for any injury or sickness for which medical advice or treatment has been received or "first manifested" in the previous 12 months, until after one year without treatment or advice, or two years after the policy has been in force.

From the consumer's point of view, this is a worrisome limitation. I wrote to the insurance agency pointing out that the insurer could turn down many claims in the first year or even two on the basis that the illness must have "manifested" itself in the prior 12 months.

The agency replied that insurance sold by mail "must offer coverage at the lowest possible price" and without the "usual medical exam." So, the reply went on, to protect the company from existing claims "which it could not afford within the price of the policies offered, the pre-existing condition limitation is a normal part of this type of program."

Well, such supplementary insurance is not necessarily low priced. For ages 50-64 this policy costs $78 a year. But that's for a benefit of only $25 a day at a time when many hospitals charge $100 and more.

Nor does it cost this and other insurers much to promise to pay benefits for as much as two years. The average hospital stay is 8 to 9 days.

But the real concern is limitations on existing conditions. First of all, if a consumer already has some medical condition, this is what he most needs insurance for.

Moreover, many illnesses may "manifest" themselves without actual professional confirmation. Thus, many undiagnosed diabetics and sufferers from high blood pressure often show some symptoms, even if not understood. Under such circumstances, the company could refuse to pay.

I've seen even worse limitations. One mail-order seller offered to put a policy into effect for only $1 for the first 30 days; after that, $7.95 a month. But the offer stipulated that "new sicknesses" would be covered only after the policy was in effect 30 days. So that eliminated any coverage for any new illnesses.

Then the ad stated, "Pre-existing conditions covered after your policy has been in force for two years." So that eliminated the old sicknesses. What's left? You're covered for "off-the-job accidents . . . immediately."

But I've also seen less-stringent limitations. Some insurers cover you fully after only five or six months.

ONE TYPE OF seemingly cheap insurance that seems to be growing but is of dubious value is dread diseases coverage. The big promotion used to be polio insurance. Now it's cancer insurance. American Family Corp., the leading company in this field, calls itself "the nation's fastest-growing insurance company."

The rationale for selling cancer insurance is that this may be the most expensive illness. But cancer is only one of a number of major illnesses against which a family needs protection, and actually is not as widespread as cardiovascular illnesses. The relatively small payout by this company of only 37 cents of the premium dollar itself demonstrates the limited value.

Among standards to look for in buying health insurance are (1) coverage of at least some realistic portion of current hospital charges; (2) provisions for renewability and safeguards against cancellation; (3) avoidance of severe limitations on "existing" conditions; (4) a ten-day free look; (5) basic useful benefits, and avoidance of very limited coverage like dread disease.

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Sound Financing Concept:

Carter's Social Security Plan Addresses Critical Problems

THE CARTER ADMINISTRATION has shaped a responsible and constructive measure to meet the financial problems of the social security system, Associate Director Lawrence Smedley of the AFL-CIO Dept. of Social Security said on Labor News Conference.

Smedley particularly commended the approach of the plan to spell out effective solutions "without placing any additional taxes on workers—taxes which bear heaviest on low-income workers." Noting that the employee wage base will rise automatically under present law, Smedley said that the $600 the Carter plan would add to the wage base would affect no more than 10 or 15 percent of the workforce, and then only slightly.

Smedley pointed out that the proposal introduces two concepts in social security financing that have long been urged by the labor movement and other groups: general revenue funding and application of employer contributions to total payrolls.

He said that the total tax burden on employers will be substantially eased by the general revenue feature, and will be "less than it would be under the conventional approach of relying solely on a higher tax rate." And, he added, with profits expected to grow "as much as $200 billion by 1982, American business can bear this without too much difficulty."

Although it is too early to get an accurate reading on congressional response to the Administration proposal, Smedley said a substantial portion of the President's program is likely to be adopted this year or next. He said "it's incomprehensible that Congress would simply ignore the problem," and while there may be different approaches and perhaps some further studies, "no older persons should have any concern that they would not receive their social security benefits at any time in the future."

"I'm optimistic," he declared, stressing that "the President has come out with a very good program and is showing leadership in this area."

By Press Associates, Inc.

AFTER A FITFUL BIRTH seven years ago and a troublesome early childhood, the Labor Dept.'s Occupational Safety & Health Administration is showing signs of growing up. But as with all youngsters in large families, the agency is beset by tugs from many directions.

After years of pressure from organized labor, OSHA was born in Congress and grudgingly nurtured during the Nixon Administration. It survived the Ford years and is now under the care of the Carter Administration.

Given the pro-business biases of Nixon and Ford, it could be considered something of an achievement that OSHA ever survived its infancy. Both Republican presidents clearly viewed the agency as an ugly and unwanted stepchild that was little more than an embarrassment. Nixon appointees, however, managed to make some use of it in 1972 by promising employers OSHA would stay off their backs if sufficient re-election campaign contributions came the President's way.

But despite the distinct lack of enthusiasm for OSHA in its early years, the agency still was able to make some headway in its objective—to assure safe and healthful job sites for workers. Now, under the Carter Administration, the agency is showing signs of maturing, willing and ready to acknowledge the mistakes of the past and press ahead.

Sec. of Labor Ray Marshall and Dr. Eula Bingham, assistant secretary of labor for OSHA, recently announced the health and safety agency will be heading in a new direction. Instead of writing 35-page treatises about how "exit" signs should be constructed and placed, OSHA from now on will be dealing, Marshall and Bingham promised, with the nation's most serious health dangers.

OSHA has more than 5,000 job safety standards on its books —some of them life-saving, others described by Marshall as "nit-picking"—but fewer than 20 health standards. The failure of OSHA to act more substantively in the health area has been a sore point.

BINGHAM SAID THAT, beginning this year, 95 percent of the agency's resources will be devoted to the most serious health and safety dangers. Hazards, presumably like cotton dust, which has caused brown lung disease, byssinosis, in an estimated 100,000 textile workers; lead dust, a potential cause of severe nerve disorders and other illnesses for more than a million workers who come in contact with it; and benzene, a cause of leukemia and a threat to at least 150,000 more. OSHA already has set up an emergency standard for exposure to benzene and Bingham plans to have a permanent standard in place before year's end.

Inevitably, conflicts will come if OSHA seeks more funds and staff to carry out its responsibilities. And struggles can be anticipated as regulations take shape that impose costs on industry.

The Ford Administration throttled OSHA with the device of an executive order which required an "inflation impact" estimate before regulations could take effect. This cost vs. benefits approach rankled labor because it felt the real intent was to slow down or sabotage health and safety standards.

Now the Carter Administration has embraced and refined the concept, moving ahead with an elaborate mechanism to assess the "economic impact" of regulations in the making. The key economic policy figures and budget balancers—Treasury Sec. W. Michael Blumenthal, Council of Economic Advisers Chairman Charles Schultze and Budget Director Bert Lance—have prevailed so far.

Marshall has made it clear he will carry his case to the President, if necessary, to argue that there must be no economic barrier to making the workplace safer and healthier.

INNOVATIVE CONCEPTS in social security financing urged by President Carter form a "responsible and constructive" plan to meet the system's financial problems, Associate Director Lawrence Smedley, center, of the AFL-CIO Dept. of Social Security, said on Labor News Conference. Questioning him were Rachelle Patterson of the Boston Globe and Robert Dobkin of the Associated Press. The weekly radio program is produced by the AFL-CIO as a public service.

Key Vote on Anti-Recession Aid Grants

A key House vote on May 13 paved the way for prompt congressional passage of a bill to extend and expand the program of countercyclical grants to help cities and states maintain public services during periods of high unemployment.

The AFL-CIO opposed an amendment that would have rewritten the allocation formula so that a smaller share of funds would have gone to areas with the highest unemployment. The amendment was beaten, 216-127. Right votes (R) against it were cast by 160 Democrats and 56 Republicans. Voting wrong (W) were 71 Democrats and 56 Republicans.

Numerals show districts; AL—at large; PR—paired right; PW—paired wrong; A—absent and not paired; P—present but not voting or paired.

ALABAMA
1. Edwards (R) A
2. Dickinson (R) R
3. Nichols (D) PW
4. Bevill (D) PW
5. Flippo (D) R
6. Buchanan (R) W
7. Flowers (D) R

ALASKA
AL Young (R) R

ARIZONA
1. Rhodes (R) R
2. Udall (D) A
3. Stump (D) A
4. Rudd (R) PR

ARKANSAS
1. Alexander (D) R
2. Tucker (D) A
3. Hammerschmidt (R) R
4. Thornton (D) R

CALIFORNIA
1. Johnson (D) R
2. Clausen (R) R
3. Moss (D) R
4. Leggett (D) A
5. Burton John L. (D) P
6. Burton, Phillip (D) W
7. Miller (D) R
8. Dellums (D) R
9. Stark (D) PR
10. Edwards (D) R
11. Ryan (D) W
12. McCloskey (R) R
13. Mineta (D) R
14. McFall (D) R
15. Sisk (D) W
16. Panetta (D) R
17. Krebs (D) R
18. Ketchum (R) A
19. Lagomarsino (R) W
20. Goldwater (R) W
21. Corman (D) A
22. Moorhead (R) W
23. Beilenson (D) R
24. Waxman (D) W
25. Roybal (D) R
26. Rousselot (R) W
27. Dornan (R) W
28. Burke (D) PR
29. Hawkins (D) R
30. Danielson (D) W
31. Wilson, C. H. (D) R
32. Anderson (D) A
33. Clawson (R) PW
34. Hannaford (D) R
35. Lloyd (D) R
36. Brown (D) R
37. Pettis (R) R
38. Patterson (D) R
39. Wiggins (R) W
40. Badham (R) PW
41. Wilson, Bob (R) R
42. Van Deerlin (D) A
43. Burgener (R) A

COLORADO
1. Schroeder (D) W
2. Wirth (D) R
3. Evans (D) R
4. Johnson (R) A
5. Armstrong (R) R

CONNECTICUT
1. Cotter (D) R
2. Dodd (D) R
3. Giaimo (D) R
4. McKinney (R) R
5. Sarasin (R) R
6. Moffett (D) R

DELAWARE
AL Evans (R) R

FLORIDA
1. Sikes (D) PR
2. Fuqua (D) R
3. Bennett (D) R
4. Chappell (D) R
5. Kelly (R) R
6. Young (R) R
7. Gibbons (D) A
8. Ireland (D) A
9. Frey (R) R
10. Bafalis (R) R
11. Rogers (D) R
12. Burke (R) PR
13. Lehman (D) R
14. Pepper (D) R
15. Fascell (D) R

GEORGIA
1. Ginn (D) R
2. Mathis (D) R
3. Brinkley (D) R
4. Levitas (D) W
5. Fowler (D) R
6. Flynt (D) W
7. McDonald (D) R
8. Evans (D) R
9. Jenkins (D) A
10. Barnard (D) R

HAWAII
1. Heftel (D) A
2. Akaka (D) R

IDAHO
1. Symms (R) W
2. Hansen (R) W

ILLINOIS
1. Metcalfe (D) A
2. Murphy (D) R
3. Russo (D) A
4. Derwinski (R) W
5. Fary (D) R
6. Hyde (R) W
7. Collins (D) R
8. Rostenkowski (D) R
9. Yates (D) R
10. Mikva (D) R
11. Annunzio (D) R
12. Crane (R) W
13. McClory (R) W
14. Erlenborn (R) W
15. Corcoran (R) W
16. Anderson (R) W
17. O'Brien (R) W
18. Michel (R) W
19. Railsback (R) W
20. Findley (R) W
21. Madigan (R) W
22. Shipley (D) W
23. Price (D) A
24. Simon (D) R

INDIANA
1. Benjamin (D) W
2. Fithian (D) A
3. Brademas (D) R
4. Quayle (R) W
5. Hillis (R) PW
6. Evans (D) W
7. Myers (R) W
8. Cornwell (D) W
9. Hamilton (D) W
10. Sharp (D) W
11. Jacobs (D) W

IOWA
1. Leach (R) W
2. Blouin (D) W
3. Grassley (R) W
4. Smith (D) A
5. Harkin (D) W
6. Bedell (D) W

KANSAS
1. Sebelius (R) PW
2. Keys (D) W
3. Winn (R) A
4. Glickman (D) W
5. Skubitz (R) W

KENTUCKY
1. Hubbard (D) W
2. Natcher (D) W
3. Mazzoli (D) W
4. Snyder (R) W
5. Carter (R) W
6. Breckinridge (D) W
7. Perkins (D) R

LOUISIANA
1. Vacancy
2. Boggs (D) R
3. Treen (R) W
4. Waggonner (D) R
5. Huckaby (D) R
6. Moore (R) W
7. Breaux (D) R
8. Long (D) R

MAINE
1. Emery (R) R
2. Cohen (R) R

MARYLAND
1. Bauman (R) W
2. Long (D) R
3. Mikulski (D) R
4. Holt (R) W
5. Spellman (D) W
6. Byron (D) W
7. Mitchell (D) R
8. Steers (R) W

MASSACHUSETTS
1. Conte (R) R
2. Boland (D) R
3. Early (D) R
4. Drinan (D) W
5. Tsongas (D) R
6. Harrington (D) R
7. Markey (D) W
8. O'Neill (D) Speaker
9. Moakley (D) W
10. Heckler (R) PW
11. Burke (D) W
12. Studds (D) R

MICHIGAN
1. Conyers (D) R
2. Pursell (R) R
3. Brown (R) R
4. Stockman (R) R
5. Sawyer (R) R
6. Carr (D) R
7. Kildee (D) R
8. Traxler (D) R
9. Vander Jagt (R) R
10. Cederberg (R) PR
11. Ruppe (R) R
12. Bonior (D) R
13. Diggs (D) R
14. Nedzi (D) R
15. Ford (D) R
16. Dingell (D) PR
17. Brodhead (D) R
18. Blanchard (D) R
19. Broomfield (R) R

MINNESOTA
1. Quie (R) PW
2. Hagedorn (R) W
3. Frenzel (R) PW
4. Vento (D) W
5. Fraser (D) W
6. Nolan (D) R
7. Stangeland (R) W
8. Oberstar (D) R

MISSISSIPPI
1. Whitten (D) R
2. Bowen (D) R
3. Montgomery (D) A
4. Cochran (R) R
5. Lott (R) R

MISSOURI
1. Clay (D) A
2. Young (D) R
3. Gephardt (D) R
4. Skelton (D) W
5. Bolling (D) A
6. Coleman (R) W
7. Taylor (R) W
8. Ichord (D) A
9. Volkmer (D) PW
10. Burlison (D) R

MONTANA
1. Baucus (D) W
2. Marlenee (R) W

NEBRASKA
1. Thone (R) W
2. Cavanaugh (D) W
3. Smith (R) W

NEVADA
AL Santini (D) R

NEW HAMPSHIRE
1. D'Amours (D) W
2. Cleveland (R) W

NEW JERSEY
1. Florio (D) PR
2. Hughes (D) R
3. Howard (D) R
4. Thompson (D) R
5. Fenwick (R) R
6. Forsythe (R) A
7. Maguire (D) R
8. Roe (D) A
9. Hollenbeck (R) R
10. Rodino (D) R
11. Minish (D) R
12. Rinaldo (R) R
13. Meyner (D) R
14. LeFante (D) R
15. Patten (D) R

NEW MEXICO
1. Lujan (R) PR
2. Runnels (D) A

NEW YORK
1. Pike (D) R
2. Downey (D) R
3. Ambro (D) R
4. Lent (R) R
5. Wydler (R) R
6. Wolff (D) R
7. Addabbo (D) R
8. Rosenthal (D) R
9. Delaney (D) R
10. Biaggi (D) R
11. Scheuer (D) R
12. Chisholm (D) R
13. Solarz (D) R
14. Richmond (D) R
15. Zeferetti (D) R
16. Holtzman (D) R
17. Murphy (D) R
18. Koch (D) R
19. Rangel (D) R
20. Weiss (D) R
21. Badillo (D) R
22. Bingham (D) R
23. Caputo (R) R
24. Ottinger (D) R
25. Fish (R) PR
26. Gilman (R) R
27. McHugh (D) R
28. Stratton (D) A
29. Pattison (D) R
30. McEwen (R) R
31. Mitchell (R) R
32. Hanley (D) R
33. Walsh (R) R
34. Horton (R) R
35. Conable (R) PR
36. LaFalce (D) PR
37. Nowak (D) R
38. Kemp (R) PR
39. Lundine (D) R

NORTH CAROLINA
1. Jones (D) W
2. Fountain (D) W
3. Whitley (D) PW
4. Andrews (D) W
5. Neal (D) W
6. Preyer (D) W
7. Rose (D) R
8. Hefner (D) R
9. Martin (R) W
10. Broyhill (R) PW
11. Gudger (D) W

NORTH DAKOTA
AL Andrews (R) W

OHIO
1. Gradison (R) PW
2. Luken (D) W
3. Whalen (R) R
4. Guyer (R) R
5. Latta (R) R
6. Harsha (R) A
7. Brown (R) PR
8. Kindness (R) R
9. Ashley (D) A
10. Miller (R) R
11. Stanton (R) R
12. Devine (R) R
13. Pease (D) R
14. Seiberling (D) PR
15. Wylie (R) R
16. Regula (R) R
17. Ashbrook (R) R
18. Applegate (D) R
19. Carney (D) A
20. Oakar (D) R
21. Stokes (D) R
22. Vanik (D) A
23. Mottl (D) R

OKLAHOMA
1. Jones (D) A
2. Risenhoover (D) PW
3. Watkins (D) A
4. Steed (D) W
5. Edwards (R) W
6. English (D) W

OREGON
1. AuCoin (D) R
2. Ullman (D) R
3. Duncan (D) R
4. Weaver (D) A

PENNSYLVANIA
1. Myers (D) R
2. Nix (D) R
3. Lederer (D) A
4. Eilberg (D) R
5. Schulze (R) R
6. Yatron (D) R
7. Edgar (D) R
8. Kostmayer (D) R
9. Shuster (R) R
10. McDade (R) R
11. Flood (D) R
12. Murtha (D) R
13. Coughlin (R) W
14. Moorhead (D) R
15. Rooney (D) R
16. Walker (R) A
17. Ertel (D) R
18. Walgren (D) R
19. Goodling (R) R
20. Gaydos (D) R
21. Dent (D) PR
22. Murphy (D) R
23. Ammerman (D) R
24. Marks (R) PR
25. Myers (R) R

RHODE ISLAND
1. St Germain (D) A
2. Beard (D) R

SOUTH CAROLINA
1. Davis (D) R
2. Spence (R) W
3. Derrick (D) R
4. Mann (D) W
5. Holland (D) A
6. Jenrette (D) R

SOUTH DAKOTA
1. Pressler (R) PW
2. Abdnor (R) W

TENNESSEE
1. Quillen (R) A
2. Duncan (R) R
3. Lloyd (D) W
4. Gore (D) W
5. Allen (D) W
6. Beard (R) W
7. Jones (D) R
8. Ford (D) PR

TEXAS
1. Hall (D) A
2. Wilson (D) A
3. Collins (R) PW
4. Roberts (D) A
5. Mattox (D) W
6. Teague (D) PW
7. Archer (R) PW
8. Eckhardt (D) R
9. Brooks (D) W
10. Pickle (D) W
11. Poage (D) W
12. Wright (D) A
13. Hightower (D) W
14. Young (D) W
15. de la Garza (D) R
16. White (D) R
17. Burleson (D) W
18. Jordan (D) W
19. Mahon (D) W
20. Gonzalez (D) R
21. Krueger (D) R
22. Gammage (D) W
23. Kazen (D) PR
24. Milford (D) W

UTAH
1. McKay (D) A
2. Marriott (R) PW

VERMONT
AL Jeffords (R) R

VIRGINIA
1. Trible (R) W
2. Whitehurst (R) W
3. Satterfield (D) W
4. Daniel, Robert (R) W
5. Daniel, Dan (D) W
6. Butler (R) W
7. Robinson (R) W
8. Harris (D) W
9. Wampler (R) W
10. Fisher (D) W

WASHINGTON
1. Pritchard (R) W
2. Meeds (D) R
3. Bonker (D) R
4. McCormack (D) A
5. Foley (D) R
6. Dicks (D) R
7. Vacancy

WEST VIRGINIA
1. Mollohan (D) R
2. Staggers (D) PR
3. Slack (D) R
4. Rahall (D) R

WISCONSIN
1. Aspin (D) W
2. Kastenmeier (D) W
3. Baldus (D) W
4. Zablocki (D) W
5. Reuss (D) W
6. Steiger (R) PW
7. Obey (D) W
8. Cornell (D) W
9. Kasten (R) W

WYOMING
AL Roncalio (D) A

Public Service, Youth Employment:

HRDI Urged to Insure Role In New Federal Job Efforts

Atlanta—Much of the funding the Carter Administration has proposed for training and employment of the jobless will be channeled to local areas through the Comprehensive Employment & Training Act, Assistant Labor Sec. Ernest G. Green told a national staff conference of the AFL-CIO Human Resources Development Institute.

Green urged the staff representatives of the federation's manpower arm to insure HRDI participation in the program by establishing tight linkages with the local governments who serve as prime CETA sponsors.

Among the projects to be implemented through CETA channels are the public service employment program, which is scheduled to enroll 725,000 persons by the end of this year, and a youth employment program slated to receive $1.5 billion over two fiscal years.

The entire employment delivery system is being tested, Green said. We must demonstrate the ability to mount this program in terms of public confidence and Congress, he warned.

HRDI staff members and representatives of Apprenticeship Outreach programs from all over the country attended the week-long conference, much of which was devoted to a series of workshops on various aspects of job and training programs for the unemployed, the underemployed, and the economically disadvantaged.

Participants also heard criticism of the Carter Administration's economic stimulation efforts.

HRDI President Alan Kistler in his keynote address said that "doubts are beginning to surface as to the steadfastness of those who now sit in decision-making positions" in Washington.

"Even if others turn from their commitment to the American people," Kistler said, "we in the labor movement will not." He noted that the AFL-CIO's legislative goals include an increase in the federal minimum wage and reform of the nation's labor law. The families of workers who earn less than $2.92 an hour are living in poverty, Kistler pointed out, while "in the nation's capital those who should be leading us out of the desert are quibbling about this fundamental necessity."

AFL-CIO Research Director Rudolph A. Oswald noted that the minimum wage worker today is worse off in terms of buying power than in 1966 when the wage floor was raised to $1.60.

Oswald also was critical of the Administration's target of 6 percent unemployment by the end of 1978. He pointed out that a 6 percent jobless rate represents higher unemployment than at any time in the post-war period with the exception of the recessions of 1958 and 1961. As jobs become available, Oswald said, youth and women not now counted as unemployed will begin seeking work, causing a slowdown in the decline of the unemployment rate.

Special employment programs for youth are among the most important economic recovery initiatives to be taken by the Carter Administration, Stanley H. Ruttenberg told the group. Ruttenberg, who heads an economic consulting firm, was an assistant secretary of labor from 1965 to 1969.

He told the conference that if youth unemployment could be reduced to the level of overall joblessness, the national unemployment rate would drop "two or three percentage points."

The Administration's youth employment program has already been approved by the House and Senate with final passage expected soon. It includes 35,000 jobs in a youth conservation corps designed to improve parks, forests and recreation areas; 30,000 jobs in youth community and conservation improvement projects such as the rehabilitation of public facilities and neighborhoods and low income housing repair; and 138,000 jobs in a comprehensive employment and training program for jobless out-of-school young persons.

Ruttenberg noted that many of the youth programs will be subcontracted at the state and local levels, and HRDI has the responsibility as representative of the labor movement to see that the funds for these programs are properly used.

Allen Y. Zack, AFL-CIO assistant director of public relations, stressed that basic to all of labor's efforts in other areas is the campaign for labor law reform recently initiated by the federation under the direction of a special task force. Zack told the conference that the goal is "to make the National Labor Relations Act work as it was intended 42 years ago" when first adopted by Congress.

"The safeguards of the 1930s are inadequate in the face of the anti-union tactics of the 1970s," Zack observed, declaring that the "time has come to apply Taft-Hartley" to employers like J. P. Stevens, who consider themselves "above the law."

"If America is to stand for human rights in Russia and Chile, it must also stand for human rights in Roanoke Rapids and Charlotte," he said.

Among other speakers at the five-day conference were HRDI Executive Director Charles Bradford, Assistant Director Michael Arnold, Barry Seeley of the AFL-CIO Dept. of Education, A. Philip Randolph Institute President Bayard Rustin, Administrator James P. Mitchell of the Labor Dept.'s Bureau of Apprenticeship & Training, and Reese Hammond, education director of the Operating Engineers.

Vela Named As Wage-Hour Administrator

President Carter said he would nominate Xavier M. Vela, a former program director with the American Institute for Free Labor Development, as administrator of the Labor Dept.'s Wage & Hour Division.

Vela, 39, also served on the get-out-the-vote effort of the Labor Council for Latin American Advancement last year. He began his trade union career in 1963 as an international representative with the Retail Clerks in San Jose, Calif., and later served the RCIA on assignment in Lima, Peru.

From 1964 to April 1968, Vela was with AIFLD as a program director in Brazil assisting workers in organizing and administering housing, consumer and credit cooperatives and as a regional director for similar programs in Argentina, Chile, Ecuador, Bolivia, Uruguay and Peru.

He later was with the Agency for International Development, serving in Latin America. He also had worked with the Office of Economic Opportunity and VISTA.

As administrator of the Labor Dept. division, Vela will oversee enforcement of federal wage and hour laws covering 56 million workers.

FEDERAL JOB EXPANSION programs and economic issues affecting workers were explored at the national staff conference of the AFL-CIO Human Resources Development Institute in Atlanta. In discussion are, from left, President Herbert Mabry of the Georgia AFL-CIO, HRDI President Alan Kistler, Assistant Labor Sec. Ernest Green and AFL-CIO Research Director Rudy Oswald.

Executive Pay, Bonuses Jump Along with Profits

Last year's surge in corporate profits brought sharp increases in the pay of top business executives.

Business Week magazine's annual survey found that executive salaries rose an average 14.7 percent in 1976. The raises came in a year that saw after-tax profits soar an average of 26 percent.

"American businessmen found the old standbys—the bonus and the stock option—to be most profitable," Business Week observed. Bonuses increased 67 percent, driving up total pay —salary plus bonus—by 27.2 percent.

Harry J. Gray, top man at United Technologies Corp., was the highest paid executive in this year's survey, with salary and bonus totaling $650,000 and gains from options exercised adding another $1,012,000 for a grand total of $1,662,000. Chairman C. B. Branch of Dow Chemical was next with an overall total of $1,648,000.

Five of the 15 highest paid U.S. executives in 1976 were in the auto industry. With profits up 332 percent at Ford Motor Co., Chairman Henry Ford II and President Lee A. Iacocca each received a $610,000 bonus. Along with their salaries, each pulled down a total compensation last year of $970,000.

Agency Shop Upheld For Public Employees

(Continued from Page 1)

herently political.

An earlier Supreme Court decision in a Railway Labor Act case had specified that persons obligated to pay dues or fees under a union security provision have the right to claim a refund for whatever portion of their payments goes into political or ideological causes they oppose.

Union attorneys did not contest that the same standard would apply in the public sector, and the Detroit Federation of Teachers had amended its constitution to provide for a rebate system even more liberal than that which has been required by the courts. It allows a rebate for expenditures on controversial issues "only incidentally related to wages, hours, and conditions of employment."

The Supreme Court acknowledged that it might be somewhat harder to separate political from bargaining activities in the public sector, but suggested that the objecting employees first use the procedures spelled out in the union constitution before seeking court relief.

The court majority noted that Congress has left to the states the regulation of labor relations of state and local governments, and that Michigan chose a system similar to the federal policy, including the requirement that a union chosen by a majority of workers must fairly represent all workers, whether or not they are union members. So that a union can carry out its responsibilities, the court noted, Michigan law allows an agency shop agreement under which non-members pay a fee comparable to union dues.

The Supreme Court gave this example:

"The tasks of negotiating and administering a collective bargaining agreement and representing the interests of employees in settling disputes and processing grievances are continuing and difficult ones. They often entail expenditure of much time and money. . . . The services of lawyers, expert negotiators, economists and a research staff, as well as general administrative personnel, may be required."

From the viewpoint of management, the court further noted, there is a clear benefit in avoiding the "confusion and conflict" of dealing with rival unions holding different views.

In all, the court said, "the desirability of labor peace is no less important in the public sector, nor is the risk of 'free riders' any smaller."

While not technically dissenting, Justice Lewis F. Powell, Jr., joined by Chief Justice Warren E. Burger and Justice Harry A. Blackmun disagreed with the majority's approach to union security.

They argued that standards which meet constitutional tests when applied to private industry are not necessarily acceptable when applied to the government service. They also appeared to adopt the "right-to-work" argument that there is no feasible way to separate political from bargaining functions in the private sector and therefore any compulsory payment to a union is suspect.

N.Y. to Appeal Court Ban on Aid to Strikers

New York—The State of New York will appeal a federal district judge's ruling barring payment of unemployment compensation benefits to strikers, and Attorney General Louis J. Lefkowitz predicted that higher courts will sustain the state's 40-year-old law.

Under the New York law, a striker can start drawing unemployment benefits after seven weeks. Rhode Island is the only other state with a comparable provision.

The long-established state policy, which the legislature has refused to repeal, was challenged in a suit brought by the New York Telephone Co., which claimed that employer payroll taxes are used "to subsidize strikes against themselves."

State officials testified that the unemployment compensation law has not been a factor in determining whether a strike would be called or continued. Strikes are caused by labor-management disputes, they stressed.

President Raymond R. Corbett of the New York State AFL-CIO welcomed the attorney-general's announcement that the decision will be promptly appealed and the state will meanwhile seek a stay so that the present law remains effective pending appellate review.

In a case with some parallels earlier this year, the U.S. Court of Appeals for the 3rd Circuit ruled that payment of welfare benefits to workers on strike is not inconsistent with the purpose of federal labor law. The New York case will be appealed to the 2nd Circuit Court of Appeals.

Unions Back Move:

Clean Air Timetable Extended by House

The House approved a labor-endorsed timetable for auto emissions standards as part of a package of amendments to the 1970 Clean Air Act.

Legislation to delay the final step in limits set on car exhaust pollutants has been urged by the Auto Workers as well as the automobile industry. The AFL-CIO joined in support.

In a letter to House members, AFL-CIO Legislative Director Andrew J. Biemiller expressed the conviction that "the goal of an improved environment is wholly compatible with economic growth and that both can be pursued simultaneously."

In the case of auto emissions standards, Biemiller said both technological problems and energy concerns justify greater flexibility in achieving desired reductions of air pollutants.

Under the present timetables, he warned, assembly lines on a number of car models would have to be shut down and America's imports of oil would increase because fuel economy would be sacrificed.

Biemiller cited a congressional study that implementation of the final standards would eventually require importation of an additional 140,000 barrels of oil each day.

"The likelihood of strict, congressionally-mandated fuel economy standards," Biemiller said, combined with "the simultaneous imposition of rigid emission standards places the auto industry in a technological straitjacket without sufficient time to meet both goals and adequately develop both technologies in a compatible manner."

He warned that without a more flexible timetable, "the jobs of thousands of workers in the auto and allied industries will be jeopardized as production of certain model lines will be abandoned for lack of time to develop new technologies. Add to this the ever increasing problem of auto imports and the potential for disaster in this major U.S. industry is obvious."

The bill sent to the House floor, supported by the Administration, would have stretched out the standards set in the 1970 law, but not to the level the industry and the unions involved consider necessary.

The House adopted instead a substitute provision sponsored by Rep. John D. Dingell (D-Mich.) and Rep. James T. Broyhill (R-N.C.). The vote was 255-139.

It would postpone until the 1980 model year a reduction in hydrocarbon emissions from the present 1.5 grams per mile to 0.41 grams. That would be a one-year delay from the Administration bill timetable. It would delay for one year reduction in carbon monoxide emissions to an interim 9 gpm standard and drop a final-step cut to 3.4 gpm.

A renewal of the controversy is likely in the Senate, where a committee-approved bill is similar to the Administration position.

Fellowship Extends Dystrophy Research

New York—The Muscular Dystrophy Association for the second consecutive year has awarded its George Meany postdoctoral fellowship to Francois Rieger, a researcher at the neuroscience department of Children's Hospital Medical Center in Boston. The fellowship, established in honor of the AFL-CIO president, carries an $18,500 grant.

Strip Mine, Youth Bills Approved by Senate

(Continued from Page 1)

been endorsed by the Carter Administration.

One difference is a House-passed provision barring any new mining in western valley floors that contain major underground water supplies important to agriculture. The Administration backed the House provision, but the Senate rejected it, 45-37.

Both the House and Senate versions would finance restoration of previously abandoned strip mines by a fee on coal mined during the next 15 years. It would produce an estimated $4 billion to restore the devastated land.

Before taking up the strip mining bill, the Senate voted 74-10 approval for a new Cabinet-level Dept. of Energy.

The Senate bill, however, departed from the Administration proposal by giving authority to set oil and natural gas prices to a new three-member Energy Regulatory Board, rather than to the Secretary of Energy.

A bill approved by the House Government Operations Committee and awaiting action by the full House is closer to the Administration plan.

Both the House and Senate were scheduled to recess over the Memorial Day period, with the House scheduled to return June 1 and the Senate June 6.

A major "unfinished business" before the House is completion of action on a Hatch Act reform bill that would restore political rights to federal and postal workers.

The House leadership withdrew the bill from the floor when foes of the measure won approval of a late-night amendment that could be interpreted to bar unions of government employees from publicizing voting records or other activity clearly legal for unions in the private sector.

The bill's sponsor, Rep. William Clay (D-Mo.), is planning to introduce a clarifying amendment when the House resumes consideration of the measure.

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5-28-77

STAFF TRAINEES of the Communications Workers confer with AFL-CIO President George Meany during a visit to the federation headquarters. Also at the head of the table are CWA President Glenn E. Watts and Deputy Director Don Slaiman of the AFL-CIO Dept. of Organization & Field Services. The CWA trainees are currently taking an extended course at the George Meany Center for Labor Studies.

Moves to Gut Food Stamp Plan Rejected

(Continued from Page 1)

stamp program an additional five years—the same period as the other portions of the farm bill to which it was attached. The Senate committee bill provided only a two-year extension.

The longer time period was rejected, 49-46, with opponents stressing that the Administration's welfare reform proposals contemplate substitution of cash benefits for food stamps.

In a retort to this argument, AFL-CIO Legislative Director Andrew J. Biemiller noted in a letter to senators that the Administration plan would take at least four years to put into effect by the President's own estimate. He urged that the two programs share the same expiration date "because of their economic importance to each other."

A House committee, meanwhile, is marking up its version of food stamp and farm support legislation. The Senate farm price support level is higher than the Administration wants and some compromise in that area is considered likely.

Under the Senate food stamp bill, households whose net income after an assortment of deductions falls below the poverty level can qualify for a food stamp allotment. The lower the income and the larger the family size, the greater the value of the stamps the household can get.

No family of four with a total income of over $10,000 is eligible for stamps, regardless of deductions, and most qualifying households will have incomes well below that level.

Each household can take a basic $60 a month deduction from income, with an additional 20 percent deduction from earned income to compensate for job-related expenses. Up to $85 a month in actual child care expenses can also be deducted.

A provision that the AFL-CIO considered important provides an additional deduction for shelter costs, including utilities, where this represents an unusually high percentage of a family's income. This would help households in areas of high housing costs and big heating bills.

Health Education Center Elects Turner to Board

San Francisco—President J. C. Turner of the Operating Engineers has been elected to the board of directors of the National Center for Health Education. The center was formed in 1975 to help promote healthful living habits.

Coors Boycott Pressed At Los Angeles Rally

Los Angeles — The Southern California labor movement demonstrated its solid support of the AFL-CIO's national consumer boycott of Coors beer at a City Hall rally here.

William R. Robertson, executive secretary of the Los Angeles County AFL-CIO, told the hundreds of union members taking part in the rally that a coalition of labor, Chicano, consumer and community organizations "is dedicated to do all we can to reduce the sales of Coors beer in Southern California."

"Not only have the Coors people refused to recognize the rights of Directly Affiliated Local Union 366 to bargain collectively, but they have continually violated their constitutional rights."

Robertson and other speakers charged that Coors had engaged in police-state tactics at the firm's Golden, Colo., brewery in gross violation of the workers' human rights.

Members of DALU Local 366 struck the brewery on Apr. 5 after negotiations on a new contract broke down and Coors tried to insert regressive language into a proposed contract. The AFL-CIO Executive Council approved a nationwide boycott of Coors beer a week later and urged all consumers to join in the action.

Don Slaiman, deputy director of the AFL-CIO Dept. of Organization & Field Services, told the crowd that the Coors situation is "meaningful to labor as a whole."

"The concentration camp atmosphere of the Coors brewery, in which workers are subject to body searches and lie detector tests at the whim of their supervisors, is an abomination," said Slaiman. "The cause of Local 366 workers is going to be spread throughout this country until Coors is ready to come to the bargaining table and treat their workers like human beings."

In a statement reaffirming its support of the Coors boycott earlier this month, the Executive Council said that if Local 366 had acceded to management's demands for body searches and lie detector tests, Coors workers "would lose the rights guaranteed by the Bill of Rights the moment they set foot on Coors property."

The company also wants to eliminate seniority in shift assignments, job bidding, layoffs and recall, and to wipe out gains in shift differential and premium pay for weekend work, gains won by the local union years ago.

Don Bodeman, vice president of Local 366 which represents the 1,500 workers at the Golden, Colo., plant, said he was pleased by the massive response to the boycott here.

"Coors has said that he'll buy people like he buys barley," Bodeman said. "If it's no good, he'll get rid of it. . . .

"Well, it's time to show Coors that no one can withstand the combined fury and indignation of the labor movement and concerned citizens."

State-County Wins At 2 Universities

Nearly 500 state employees at Temple University in Philadelphia and some 200 library assistants at Princeton University in New Jersey have chosen the State, County & Municipal Employees as their bargaining representative.

In separate elections at Temple, professional employees voted 292 for AFSCME, 31 for no union, with 14 ballots challenged, while supervisory employees voted 52 to 11 in favor of the union, with 8 ballots challenged.

AFSCME won representation rights for the Princeton library assistants by a vote of 103 to 83, with 18 ballots challenged.

Union Wins Furniture Unit In Memphis

Memphis—The 1,000 and more workers of the Memphis Furniture Co. here chose the Furniture Workers as their bargaining agent by a 3 to 1 vote in a National Labor Relations Board election.

UFWA President Carl Scarbrough thanked the AFL-CIO Dept. of Organization & Field Services and the Industrial Union Dept. for their support in achieving the victory. He also praised Bayard Rustin of the A. Philip Randolph Institute and Mrs. Coretta Scott King for their participation in worker rallies leading up to the vote.

Mrs. King told the Memphis workers she came "because I remember what my husband lived for. I have come to support the workers of Memphis Furniture Co. who are suffering economic injustice and indignity."

UFWA Vice President Willie Rudd, who is president of Local 282 here, led the organizing campaign. Working closely with Rudd were Scarbrough and the union's organizing coordinator, Al May.

"We're all determined to see the workers in this company get a fine first contract," Scarbrough declared.

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Jobs Lack Breeds 'New Segregation'

LUMBER & SAWMILL WORKERS are led by officials of the Carpenters at a rally on Capitol Hill to protest a proposed expansion of the Redwood National Park in northern California. They warned Congress that 2,000 of their jobs would be lost if the legislation is enacted. Leading the group are Carpenters Vice President William Konyha, Treas. Charles Nichols and Mayor Sam Acco of Eureka, Calif. **(Story, Page 2)**

Kirkland Warns Of Divisions

Louisville, Ky.—"We are witnessing a new segregation in America: a segregation not based ostensibly on race—although it affects a disproportionate number of blacks—but a segregation based on income and whether a person has a job or not."

And, AFL-CIO Sec.-Treas. Lane Kirkland continued, the nation will be able truly to provide equal opportunity only when every American who is able and willing to work can find a job.

Speaking at an Equal Opportunity Day dinner here, Kirkland said that high unemployment creates stresses and strains within society and further widens the gap between the "haves" and the "have-nots."

"Just as America could not survive as a nation that segregated its races, it cannot survive if it segregates its people between those who work and those who are always jobless," he declared.

For 14 years after the Supreme Court's historic 1954 Brown vs. Board of Education decision, the goal of an open society seemed within grasp, Kirkland said. But in the next eight years of the Nixon and Ford administrations progress in civil rights halted.

"It was the inevitable product of economic policies which deliberately fostered high unemployment," he charged. "The same forces that during the previous 14 years counseled delay in the name of 'moderation' were the principal architects of these economic policies."

As a result, purchasing power

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Job Rights Spelled Out:

Seniority Systems Upheld by Court

By David L. Perlman

The Supreme Court in a landmark case upheld both the integrity of a negotiated seniority system and the job rights of workers who have been the victims of illegal discrimination.

Its 7-2 ruling, in a case involving a Texas-based trucking firm and the seniority provisions of its contract with the Teamsters, affirmed these basic principles:

● Persons who have been illegally denied job opportunities because of race, color, sex, religion or national origin are entitled to be "made whole" for their loss. But they must file a timely complaint with the Equal Employment Opportunity Commission and there is no remedy for job discrimination that occurred before July 2, 1965, when Title VII of the Civil Rights Act took effect.

If they are awarded a job they would have had earlier but for illegal discrimination, their seniority on the job will be retroactive to the date they should have been hired. But the retroactivity could not go back earlier than the mid-1965 effective date of the law.

● A seniority system that is not itself discriminatory is not unlawful. Thus the courts will not rewrite such seniority agreements in an effort to overcome the long-term effects of an employer's past discrimination in hiring or promotions.

In the specific case before it, the Supreme Court found that the trucking firm had for years hired blacks and Chicanos only for local operations, and rejected them for the higher-paid inter-city runs.

It agreed that the local drivers were at a disadvantage when they were finally accepted for over-the-road jobs because they did not carry their accumulated seniority to the inter-city division. Thus the effect was that the minority group drivers tended to have less desirable runs and were more vulnerable to layoffs.

Lower courts and the Equal Employment Opportunity Commission took the position that the seniority systems must be changed to allow all minority groups drivers to carry their total company seniority to the inter-city division.

But the Supreme Court ruled, as the AFL-CIO had urged in similar cases, that it is possible to remedy illegal job discrimination under the Civil Rights Act without scrapping a seniority system that is not itself illegal or discriminatory.

In commenting on the case, the AFL-CIO said that "lower federal courts have continually misinterpreted Title VII of the Civil Rights Act of 1964 to invalidate neutral collectively bargained systems where the employer had unilaterally discriminated against minorities or women in hiring and placement."

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Bill Backed To End Debt Harassment

A House-passed bill to outlaw harassment tactics by debt collectors was endorsed by the AFL-CIO at Senate hearings as a needed consumer safeguard.

The legislation sets ground rules for professional debt collection agencies that prohibit such practices as midnight calls, repeated calls to the debtor's workplace, false representation such as impersonating a court official, abusive language or physical threats.

If an alleged debtor notifies a collector in writing that he refuses to pay the debt, the collector is barred from any further communication other than to inform the person that legal action may be initiated.

It also requires the debt collector to furnish the alleged debtor in writing with the amount of the debt, the firm to which it is owed and notice of a 30-day period in which to challenge the legitimacy of the debt.

AFL-CIO Legislative Director Andrew J. Biemiller said the lengthy recession with its high unemployment has forced many families into debt. "They are not deadbeats. They are victims of the cruelties of our economic system and should be helped, not harassed."

Biemiller's statement to a Senate Subcommittee on Consumer Affairs said the experience of legitimate collection agencies has demonstrated that "debts can be collected honestly, above board and without harassing debt-ridden individuals and their families." Thus the legislation would not adversely affect "ethical practitioners."

(Continued on Page 6)

On Administration Assurance:

AFL-CIO to Rejoin Federal Pay Panel

AFL-CIO representatives will return to the Federal Employees Pay Council with a firm promise that unions will have a "meaningful" role in salary-setting procedures under the Carter Administration.

They had no such assurance under the Ford and Nixon Administrations. Last August, the three AFL-CIO members quit the council and charged Ford with having perverted the salary comparability law that is supposed to keep government pay in line with private sector jobs.

Top officials of the Carter Administration wrote AFL-CIO President George Meany that things will be different now.

Office of Management & Budget Director Bert Lance and Civil Service Commission Chairman Alan K. Campbell promised that Carter will not scuttle the comparability concept in order to hold down budget costs.

The two are the President's "pay agents," responsible for drawing up annual salary comparability recommendations after consultation with the union representatives on the Pay Council.

They wrote Meany that Carter is prepared to issue an Executive Order that would designate the Secretary of Labor as a third member of the Administration team.

Meany's letter of reply welcomed "the President's commitment to the concept of federal pay comparability and his recognition of the desirability of including the Secretary of Labor as a participant in the process."

He designated as the AFL-CIO representatives on the council President Kenneth Blaylock and Executive Vice President Joseph D. Gleason of the American Federation of Government Employees,

(Continued on Page 8)

Meany Spurs Social Security Funding Bill

AFL-CIO President George Meany has urged leaders of AFL-CIO state and local central bodies "to actively support" passage of President Carter's proposals to strengthen social security financing.

Prompt congressional action on the proposals is "vitally important," Meany said, "in order to put Social Security on a sound financial basis and to bring peace of mind to millions of retirees as well as active workers who depend on the program to protect themselves and their families in the event of their retirement, disability or death."

Meany released a federation analysis of the Administration's proposals and scored the "many inaccurate statements in the media" concerning the social security pro-

(Continued on Page 8)

Union Authorization Cards Ruled Immune from Employer Scrutiny

Philadelphia—The confidentiality of union authorization cards was upheld by a federal appeals court which ruled that disclosure of the cards would constitute a serious invasion of privacy.

The decision grew out of an attempt by an Elizabethtown, Pa., nursing home to force the National Labor Relations Board to show it copies of cards signed by its workers favoring representation by the Grain Millers. The appellate court's ruling overturned a federal district court's decision last year exposing the cards to the employer's inspection.

"It is entirely plausible that employees would be 'chilled' when asked to sign a union card if they knew the employer would see who signed," the 3rd Circuit U.S. Court of Appeals observed in its decision. "To order disclosure here would effectively do away with union cards as they are used now."

The legal basis for the court's ruling was that union representation cards are protected by the Freedom of Information Act's exemption for files which, if disclosed, would "constitute a clearly unwarranted invasion of personal privacy."

The case involved a nursing home run by the Masonic charitable order. The Grain Millers had presented a file of union authorization cards to the NLRB as evidence of a substantial showing of union interest by the home's employees. The law permits the board to order an election on the basis of cards signed by at least 30 percent of the workers in the bargaining unit.

In a formal request to the NLRB's regional director, the Masonic home asked to see the file because it wished "to attack the validity of the signatures, the manner in which the cards were solicited and the accuracy of the dates of the cards." After the U.S. District Court for Eastern Pennsylvania granted the employer's request for disclosure of the authorization cards, the NLRB appealed.

The Freedom of Information

(Continued on Page 7)

BURNING FIREMAN was judged the best photograph of the large circulation newspaper category in the annual Fire Fighters competition for the news media. The photo was made by Larry S. Williams of the St. Louis Post-Dispatch. The entry was submitted by IAFF Local 73.

Fire Fighters' Awards Honor Media Coverage

The Fire Fighters announced winners in the union's annual contest for news media coverage during the past year of the hazards and complexities of the fire service.

Fourteen first-place and second-place winners shared $5,250 in prizes. Honorable mention awards and citations were also designated from the more than 400 entries submitted by U.S. and Canadian reporters, photographers and newscasters.

Contest judges also cited top IAFF local union publications for special awards, a new category in the annual contest. First-place prizes in each of the seven categories, covering materials published or broadcast during 1976, were for $500 and a plaque. Second-place winners receive $250 and a certificate.

Judges for the competition were Frank Swoboda, Washington labor correspondent for the Baltimore Sun; David McCormack, superintendent of the National Fire Academy, and Al Zack, AFL-CIO public relations director.

Commenting on the selections by the contest judges, IAFF President William H. McClennan said, "The interest and sympathy shown by the public communications media toward our efforts on behalf of the nation's safety is extremely gratifying.

"It is evident that the media's efforts to explain the hazards and complexity of our fire fighting jobs are meeting with warm response from the public," he observed. "This educational process is a public service, in the truest sense, helping to protect people from disaster by fire."

The top prize winners were:

- Monica Bayer of the Springfield, Ill., State Journal for a series of articles dealing with collective bargaining issues during and after a fire fighters' strike. The entry was submitted by IAFF Local 37 for newspapers of less than 100,000 circulation.
- Ned Steele of the Long Island Press for a three-part report on an upsurge in the number of fires in Queens, N.Y. The entry was submitted by IAFF Local 854 for publications of more than 100,000 circulation.
- Greg Dorsett of the Columbia Missourian for a photograph titled "Portrait—Fire Watch," submitted by Local 124 of Fort Wayne, Ind., for publications of less than 100,000 circulation.
- Larry S. Williams of the St. Louis Post-Dispatch for a photo titled "Burning Fireman," submitted by Local 73 for newspapers of more than 100,000 circulation.
- Paul Fine of WMAL-TV in Washington, D.C., for a television documentary on the risks in the fire service, submitted by Local 36.
- James A. Miklaszewski and Bob Rayel of radio station KRXV in Fort Worth, Tex., for a public service broadcast on the detection of fire and escape.
- Fire Lines, the publication of IAFF Local 94 in New York City as the best union publication; Robert DiVirgilio, editor.

Musicians Win Boosts for TV, Radio Spots

New York—The Musicians have ratified a new two-year contract covering members who play for television and radio commercials.

AFM President Hal C. Davis said the agreement with the Joint Policy Committee of the Association of National Advertisers and the American Association of Advertising Agencies was approved by a vote of 983 to 154. By the same vote, members approved a concurrent contract for performers whose services are produced and aired in Canada only.

The new pact provides an increase in the basic wage scale from $48 to $50 an hour, plus an increase in re-use payments from 62 to 71 percent, Davis said. In addition, several important fringe benefits were improved, he said, including a new requirement that musicians receive with their checks detailed information enabling them to identify the source and type of payments.

The agreement covering members' services produced and played nationally in Canada stipulates a sideman's fee of $55 the first year, $59 the second year, with fees for re-use and dubbing put at 50 percent. Regional and local rates also were established, at $47 and $50 for the first and second years, respectively.

The contract is retroactive to May 1.

Loggers Take Park Protest To Congress

A "convoy to Congress"—23 big logging trucks—arrived in Washington May 24 to support a rally of almost 500 California Lumber & Sawmill Workers to protest the proposed expansion of Redwood National Park.

The group told congressmen and senators in an all-day rally and tour of Capitol Hill that more than 2,000 jobs will be lost if plans to add 74,000 acres to the already huge park are approved.

Labor, management and public officials in the so-called "fog belt" of northern California, where the big trees grow, were united in calling attention to the economic plight of their area, which already suffers a 15 percent unemployment rate. They charged that attempts by special interest groups to add more productive redwood timberland to wilderness park areas will only increase unemployment.

Charles Nichols, treasurer and legislative director of the Carpenters, told the House Interior Committee, "These lumber men have driven all the way across the United States at their own expense to demonstrate to you their deep personal concern for the lost jobs which the Redwood National Park Expansion Bill will legislate.

"This bill, sponsored by Rep. Phil Burton and others, would add an astounding 74,000 acres to the existing huge park. Over 180,000 acres of redwoods are quite properly protected in California already. This completely unnecessary bill will, in one blow, throw more than 2,000 of our members and their families into unemployment lines. It will devastate the economics of Eureka, Calif., and Humboldt County."

At hearings held earlier in San Francisco by the House Subcommittee on National Parks, representatives of the Carpenters told the legislators that "preservationists are barking up the wrong tree," that the redwood is the fastest growing conifer in North America, and that the stately redwoods are already saved in more than 500 square miles of state and federal parks.

Through exhibits on some of the logging trucks and handbills which were circulated, the Lumber & Sawmill Workers showed how redwoods are already being conserved by modern tree harvesting practices of the contractors and lumber companies which are the targets of the proposed legislation.

Government Corporations:

NLRB Shifts Policy On Foreign Firms

Employees of foreign government-owned corporations doing business in the United States were brought under the protection of federal labor law for the first time by a ruling of the National Labor Relations Board.

In a unanimous decision, the NLRB reversed its 10-year-old policy of declining to assert jurisdiction over such firms. Employees of private foreign corporations operating in the United States already were covered by the National Labor Relations Act.

The ruling stems from a case involving the Chicago branch of the State Bank of India where the Clothing & Textile Workers sought to organize tellers, account clerks and other clerical employees. The bank argued, and the NLRB's regional director in Chicago agreed, that it should be exempt from the board's jurisdiction under the agency's established policy.

The bank, which began operations in Chicago in December 1975, was nationalized by the Indian government in 1955. More than 92 percent of its stock is owned by the Reserve Bank of India, which is controlled by the Indian government.

The bank argued that the NLRB "does not have, or should not assert" jurisdiction over it on the grounds that it is a "foreign corporation substantially owned and operated by the Indian government as an integral part of the monetary policy of that country." It cited previous decisions in which the board declined to assert jurisdiction over foreign-controlled operations because of their close relationship with a foreign government.

Following the NLRB regional director's finding in favor of the bank's position, ACTWU's attorneys appealed to the full five-member board, saying that the federal labor law does not provide such an exemption.

The union argued that, "in the light of the ever-growing nationalization of industry abroad and the expansion of such nationalized industries to this country, whatever may have been the policy considerations behind the board not asserting jurisdiction are clearly outweighed by the possible relegation of an important . . . segment of the American workforce to a group of second-class citizens. No public policy or policy of the (NLRA) supports such a disenfranchisement of a group."

In agreeing with ACTWU and ordering a representation election among the bank's Chicago employees, the NLRB said the only employers specifically exempt from the NLRA are the U.S. government, Federal Reserve banks, government corporations wholly owned by the United States, and state and local governments.

The board also said its decision was "reinforced" by the 1976 Foreign Sovereign Immunities Act which denies sovereign immunity to a foreign state's private or commercial acts occurring within the United States. The statute became effective last January.

30,000 Win Contract Gains In Aluminum

Miami Beach — The Aluminum Workers reached agreement here with the nation's top three aluminum producers. The settlement, which must be ratified by the union's rank-and-file membership, is similar to that reached earlier between the industry and the Steelworkers.

Approval of the AWIU pacts with Aluminum Co. of America, Kaiser Aluminum & Chemical Corp., and Reynolds Metals Co., is expected to come at local membership meetings by June 6. The settlement affects some 30,000 AWIU members.

The contracts provide hourly wage increases of 80 cents over three years, improved fringe benefits and a three-tier income security plan for workers with more than two years of service. The St. Louis-based union also has contracts with smaller aluminum companies which in the past have followed the lead of the major firms.

Court Upholds Ohio Law Denying Jobless Benefits

A unanimous Supreme Court held that a state has broad latitude in determining eligibility for unemployment compensation and refused to overturn an Ohio law that was challenged in the aftermath of a 1974 miners' strike.

The Ohio law bars compensation to workers whose unemployment results from a strike at any establishment owned or operated by their employers.

Under this provision, the state Bureau of Employment Services disallowed benefit claims from a group of Steelworkers after a coal shortage forced the shutdown of steel mills. The mills involved obtained a large part of their coal from "captive mines" owned by the steel companies.

A three-judge federal court held the law violated the Social Security Act and was so "irrational" in its application as to be unconstitutional.

An AFL-CIO brief suggested that the case was prematurely before the Supreme Court, since there were unresolved issues of state court interpretation. But if the Supreme Court considered the merits of the case, the federation said, the district court's action voiding that section of the Ohio law should be upheld.

The Supreme Court said the state's willingness to have the constitutional issue promptly decided left the matter properly before the federal courts. It then went on to find that federal law granted a broad range of options to the states, that there is no obligation to provide benefits for every person who is involuntarily unemployed and that federal courts don't have the power to impose their view of what is wise or sound policy on the states.

The decision does not, however, preclude further efforts at the state level to challenge the employment agency's rulings on the cause of the workers' unemployment.

Tariff Loophole Assailed:

Garment Workers Step Up Drive to Counter Job Losses

By John R. Oravec

Hollywood, Fla.—The Ladies' Garment Workers face serious tasks of saving jobs from the onslaught of imports and reversing a recent decline in membership, President Sol C. Chaikin told delegates at the opening of the union's 36th convention here.

For the ILGWU, the import problem largely boils down to a major loophole in the U.S. tariff schedules, which Chaikin cited as a major cause of the membership loss—from 428,000 at its last convention in 1974 to the current level of 365,000. The domestic garment industry's lag in recovery from economic recession is also a factor, he observed.

To revitalize the ILGWU, Chaikin said, the import loophole must be closed and the union's organizing efforts revved up. He pointed out that the ILGWU, along with other needle trades unions and the AFL-CIO, has mounted a strong campaign to curb imports and close tariff loopholes by repealing item 807.

"We will move toward the organization of non-union workers with the same determination, courage, imagination and expenditure of money as we did when we moved into the fight against imports and our national media program," he stressed.

Chaikin termed the union's multi-media union label campaign a resounding success. Launched late in 1975, the union has budgeted $2.1 million in each of the past two years to promote the ILGWU label through network television, radio, newspapers, magazines and posters.

The media campaign centers on the ILGWU Chorus singing the "Look for the Union Label" song in TV and radio commercials, which in themselves have generated a large amount of publicity and increased recognition of the union, Chaikin said.

Bringing the union label message to the nation has done more than make consumers aware of the ILGWU role, he noted in citing its potential as an effective organizing tool.

"There are tens of thousands of workers in non-union garment factories who now know our name and our face," Chaikin said.

"When those organizers come around and knock on the door of some southern non-union garment worker, rather than slamming the door in our face, a sign of recognition will come to her. She will remember that we were the union that spoke to her on TV and will welcome us into her home to hear the rest of our message."

The 1,000 convention delegates were treated to daily performances of the TV chorus, which is made up entirely of ILGWU members. Malcolm Dodds, composer of the "Union Label" song directs the chorus.

The import problem was brought to the attention of the public in a nationwide demonstration staged in April by the ILGWU and the Clothing & Textile Workers, Chaikin noted.

Penetration by imports of women's and children's wear has risen from 4 percent in 1961 to almost 35 percent in 1976, causing numerous factory shutdowns and layoffs.

Garment workers should not be victimized further, Chaikin said, particularly by imports entering the country through the item 807 loophole.

Item 807, written into the tariff schedules in 1964, allows U.S. manufacturers to have goods sewn abroad at substandard wages from fabric cut in the United States. When the finished goods are returned for sale in U.S. markets, only a nominal duty is required.

The convention unanimously adopted a series of resolutions calling for the repeal of item 807, renegotiation of the multifiber textile arrangement and other limitations on job-eroding imports.

The union's executive board warned in its convention report that unless the flow of imported apparel is arrested, the nation faces a further increase in garment worker unemployment.

Layoffs related to imports and the recession during the last three-year period caused a severe drain on the union's supplemental unemployment benefits fund, the report noted. Disbursements in 1976 of more than $10 million nearly matched the fund's reserves of $11.3 million.

Chaikin said the union disbursed $271 million last year in benefits to members, retirees and survivors through various ILGWU social insurance programs. Payments in the 1974-76 period amounted to $752 million, a 28 percent increase over the preceding three-year period.

Turning to national issues, Chaikin urged the Carter Administration to rally behind a minimum wage higher than the $2.50 an hour it has proposed. He also called for improvements in federal labor law and expressed disappointment that the White House and congressional leaders are moving too slowly on tax reform, welfare reform and the Health Security measure.

The convention adopted a package of resolutions calling for passage of the Humphrey-Hawkins full employment bill, lower interest rates, a $3 minimum wage, equitable taxation, funding for urban mass transit programs and a fair and balanced federal energy policy.

Eleanor Holmes Norton Confirmed for EEOC

The Senate has confirmed Eleanor Holmes Norton as a member of the Equal Employment Opportunity Commission. She formerly served as New York City's commissioner on human rights.

In naming her to an EEOC term that expires July 1, 1981, President Carter indicated he would appoint her chairman of the commission. The post is now vacant.

MAJOR CHALLENGES facing the Ladies' Garment Workers include the continuing battle against job-eroding imports and the need to boost membership through effective organizing efforts, ILGWU President Sol C. Chaikin told nearly 1,000 delegates as he addressed the opening session of the union's 36th triennial convention in Hollywood, Fla.

Union-Busting Specialists Offer 'Do-It-Yourself' Kit

Keeping unions from organizing a workplace is an "art," according to one of the new breed of management consulting firms. But it can be learned for a price.

The price charged by Advanced Management Research, according to a current brochure, ranges from a bargain basement $395 do-it-yourself instruction kit to more than $6,000 for a two-day seminar conducted by a consultant with "years of real-life experience in helping companies develop policies which make them virtually immune to unions" and an attorney from a law firm specializing in "management strategies to preserve union-free status."

The kits and lectures are supposed to show management how to make unions "unnecessary" by meeting the "emotional needs" of employees.

New Leadership Team Takes Steel Union Helm

Dawson, Pa.—Lloyd McBride, taking office as fourth president of the 1.4 million-member Steelworkers on June 1, pledged that his administration would work for continued economic advances and would hold Democratic officeholders responsible for their pledges to labor's voters.

On a breeze-swept knoll of the USWA's new Linden Hall education and recreation area, McBride received the oath of office from retiring President I. W. Abel, the last member of the union's first executive board, which was established in 1942.

AFL-CIO President George Meany told the audience of 1,500 that in the 12 years of the Abel administration, the Steelworkers "have been a success."

"Using the only measuring rod I know—what has the union done for the well-being of its members—Abe has come through," Meany said.

Meany cited the contracts, the wage increases and the "responsibility for your industry" that marked the Abel administration. "The future of the Steelworkers depends on the prosperity of the industry of which they are a part."

McBride thanked Abel for his years of "service with honor" to the union and praised the contributions of Sec.-Treas. Walter Burke and Vice President John Johns, both of whom also retired.

The new steel union president ticked off a number of economic issues — ranging from unemployment to insecurity to law-wage imports — that would receive close attention under his leadership. But it was on the question of unredeemed promises from Democratic candidates in the last election that McBride spoke most sharply.

Steelworkers and other unionists, he recalled, invested a "great deal of effort . . . much money . . . a great deal of faith and hope in a Democratic victory."

"I say that promises are no substitute for performance, and that is what we have had—promises, promises. We intend to hold the feet of the Democratic Party to the fires of the Democratic platform," McBride said. "We expect the Democratic Congress and the Democratic Administration to keep their promises to the people of America.

Four other international officers were sworn in by McBride: Lynn Williams of Toronto, secretary; Frank McKee of Los Angeles, treasurer; Joseph Odorcich of McKeesport, Pa., vice president for administration; and Leon Lynch of Memphis, vice president for human affairs. E. Gerard Docquier, a Belgian who emigrated to Canada in 1950, became the USWA national director for Canada. The 25-member international executive board, with 10 new members, was also sworn in.

Abel revealed that the outgoing executive board had voted to name the education center at the Linden Hall property for Burke, the outgoing secretary-treasurer, and the baseball fields for retiring Vice President Johns.

Meany, looking at the union property — set in rolling countryside about 45 miles southeast of Pittsburgh — said to the inauguration audience: "I wonder what old Tom Girdler (union-hating president of Republic Steel in the 1930s) and Judge Gary (union-hating president of U.S. Steel in the 1920s) would think of all this."

CWA Opens Bell Talks, Job Security Key Goal

Contract talks between the Communications Workers and the Bell System opened in Washington, with job security and wage and fringe benefit improvements heading the union's list of bargaining goals.

CWA President Glenn E. Watts said the union's negotiators are putting special emphasis on reducing the number of hours worked each year in their thrust toward greater job security.

The union also will seek an upgrading of jobs traditionally held by women, fringe improvements tied to a cost-of-living adjustment in the pensions of retired members, and health insurance improvements, he said.

"This is a reasonable package," Watts said, "and furthermore our members have earned it." Worker productivity in the telephone industry since World War II has doubled the national average, yet CWA members have not received commensurate wage increases, he said.

"A number of economic facts and figures justify the improvements we are seeking," he added. "Inflation is a major point. . . .

"We will naturally be seeking wage increases and cost-of-living improvements which take these facts into account, both in terms of lost buying power in the past and the inflation rate we anticipate in the future. And we will be pushing for a new breakthrough in the form of a cost-of-living adjustment built into the pension plan."

The union represents about 500,000 employees of Bell, Western Electric, Bell Laboratories, and the Long Lines Dept. of American Telephone & Telegraph Co. CWA holds 32 contracts with various AT&T units, all of them expiring on Aug. 6.

CWA and AT&T's Bell System first bargained nationally in 1974. Before then, bargaining had been on a company-by-company basis.

The union's national bargaining committee includes Watts, his assistant, John C. Carroll; Vice Presidents Morton Bahr, Martin J. Hughes, Dina G. Beaumont and Paul Gray, and National Director Patrick J. Morgan.

The New Segregation

THE AFL-CIO HAS never been neutral, silent, nor still when human issues were joined. Every time there was a major civil rights bill, we were active in its behalf. Every time there has been a major civil rights controversy in America—from Little Rock to Louisville—the position of the national AFL-CIO has been explicit.

And on the economy, our voice has been loud and clear. We said the same thing to the Nixon and Ford Administrations and to the Carter Administration: the only economic policy that makes any sense is full employment.

Only when every American, who is able and willing to work, can find a job, will this nation be able to truly provide equal opportunity for all Americans.

When equal accommodations became the law of the land, we said that for black Americans to be able to exercise this right they must have decent paying jobs that will provide the incomes to pay hotel and restaurant bills. And we fought for those jobs.

When equal employment opportunity became the law of the land, we said that there must be jobs first if there is to be real, honest opportunity for all Americans. And we fought for those jobs.

When fair housing laws were enacted, we said there must be a large supply of decent, affordable housing. And, of course, there had to be people working both to build and buy these homes. And we fought for those jobs as well.

Because of the continuing recession in America and the unacceptable rates of joblessness—still near 10 percent by the AFL-CIO's measure of true unemployment—we are witnessing a new segregation in America. A segregation not based ostensibly on race—although it affects a disproportionate number of blacks—but a segregation based on income and whether a person has a job or not.

HIGH UNEMPLOYMENT creates stresses and strains within society, further widening the gap between the haves and have-nots, creating division where there should be unity. Just as America could not survive as a nation that segregated its races, it cannot survive if it segregates its people between those who work and those who are always jobless.

The policies and positions of the AFL-CIO are directed toward programs, and are not an attachment to individuals. To us the last election meant a new chance to once again move toward the goal of an Open Society.

The new Administration, which campaigned as the champion of plain people, now seems bent upon achieving "business confidence" and a balanced budget ahead of jobs, housing and health care.

If we, who are committed to social justice and economic progress, applaud or stand silent in the face of this new order of business because it matches the public opinion polls and the new fashion which apparently holds that to be liberal is to do nothing, we would break faith with our history, our ideals and our people.

Four months is indeed a short time. But we've waited eight years to resume our quest for a society where all citizens have an opportunity to advance—an opportunity based on individual skills, initiative and desire, not restricted by the superficial barriers of race or sex or age or the neighborhoods in which people live.

We want a nation in which equal opportunity is so commonplace that no one need designate a single day in its honor.

—From an address by AFL-CIO Sec.-Treas. Lane Kirkland at an Equal Opportunity Day dinner in Louisville, Ky., May 25, 1977.

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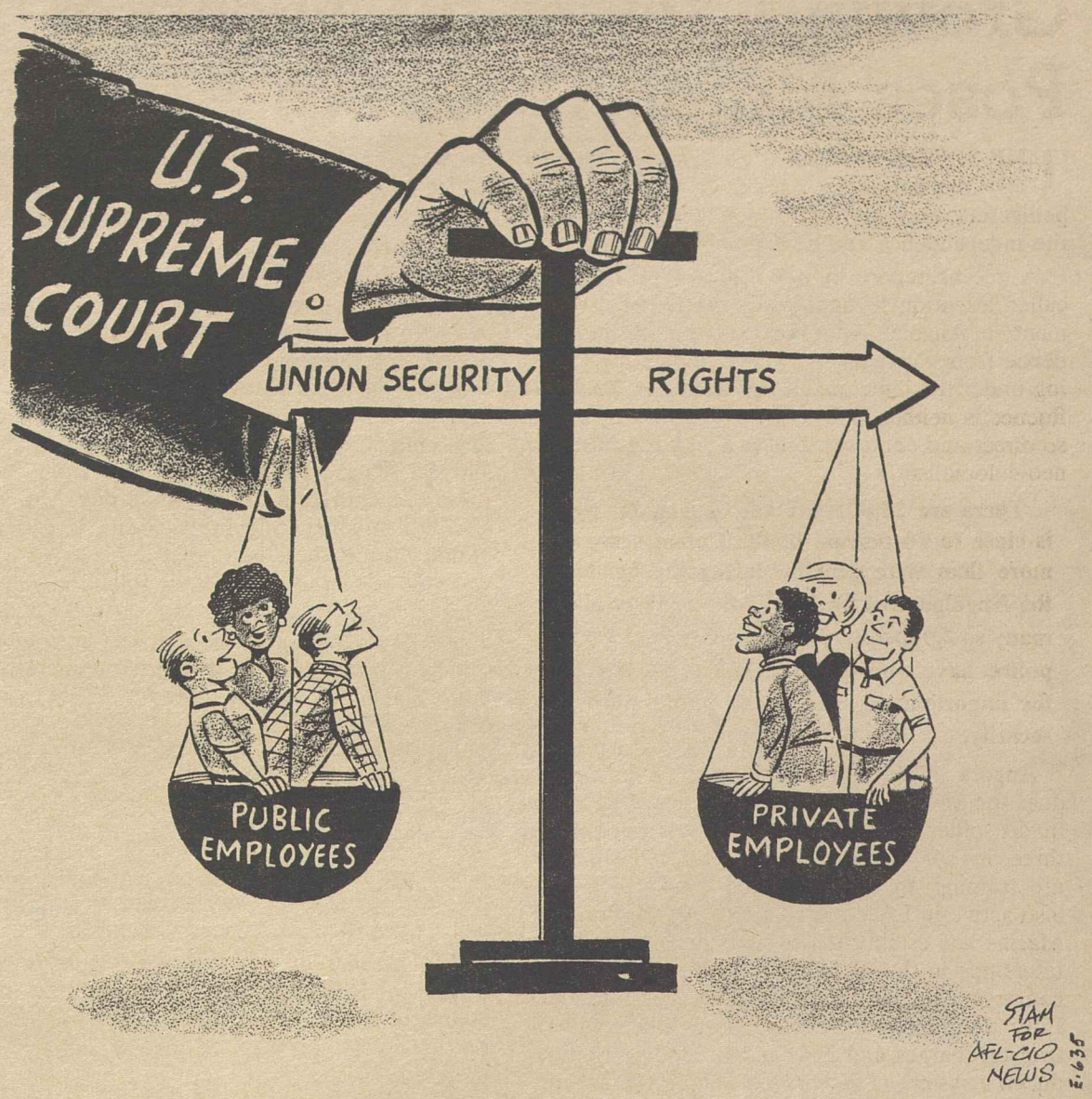
Evening the Balance



Cache of Cash:

Corporate 'Slush Funds' Raise Questions Over Hidden Profits

By Gus Tyler

LONG BEFORE WATERGATE, American corporations were using slush funds for various purposes: to make illegal contributions to candidates in this country; to bribe officials in other countries.

These recent disclosures from the files of the Security & Exchange Commission are no longer startling. The public has been informed about such practices before.

But, up to now, it was customary to associate such improper actions with the Nixon era. Now it is clear that these practices run back many years and were looked upon as standard operating procedures by many corporations.

Because these "slush funds" were used for purposes that were both illegal and unethical, there is an outcry for measures to halt such improprieties in the future.

But there is still another question, going beyond the unethical and illegal aspects of these slush funds, that demands an answer. Just how were these corporations able to get away with it all these years?

Corporations pay corporate income tax. In doing so, they must account to the Bureau of Internal Revenue to reveal the profits they made in a given year. On the basis of these profits, Uncle Sam levies his corporate income tax. We now know that when these corporations submitted their statements to the Internal Revenue Service they were hiding funds. They were making expenditures that were not accounted for.

It is hard to believe that there was a notation in the books that showed money going for illegal campaign contribution. It is equally hard to believe that there was a receipt signed by some foreign fixer showing he was paid off to arrange a deal.

Now just how were these companies able to build up these slush funds without their "certified" public accountants knowing about the secret cache of cash?

There are only two possibilities. Either the accountants were in cahoots with the corporations to conceal the funds, which would make the accountants as culpable as the corporate executive who was playing with the slush money. Or the accountants had to rely for their information on what the corporations made available to them, which makes the statements of the accounting firms much less than the ultimate truth.

Now where is the Internal Revenue Service in all this? We can hardly expect the service to go through all the books of a multinational conglomerate doing business on a global scale in a variety of diverse enterprises. To check every voucher and to trace every dollar would require a staff many times as great as the present corps of investigators.

Which brings us to the helpless feeling that there really is no way to know exactly what goes on in corporations in terms of true income and outgo. Money can be diverted—to American politicians, to foreign extortionists or into the pocket of some corporate executive.

Even the present disclosure would not have come to light if some news organizations had not demanded the facts from the SEC under the Freedom of Information Act.

And now that the facts are out, the new chairman of the SEC is credited with saying that, in the future, businessmen will be more reluctant to share any confidences with government investigators.

So, once again, how are shareholders, employees, Uncle Sam or the public supposed to know the true profits of corporations?

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1/4 Union Services

UNION LABEL AND SERVICE TRADES DEPT., AFL-CIO

Bayard Rustin Says:

Growing Soviet Intervention Poses Major Threat to Africa

THE SOVIET UNION is up to something new and dangerous in Africa. It is adopting a belligerent and aggressive policy that threatens the independence and development of Africa.

A recent report by the Library of Congress called attention to unprecedented Soviet involvement in Angola. After having won its independence from Portugal, Angola is increasingly falling under the influence of the Russians. Their influence is neither indirect nor subtle. In fact, it is so direct and pervasive that it is nothing less than neo-colonialism.

There are 25,000 Cubans in Angola, which is close to 10 percent of the Cuban army and more than were present during the height of the Angolan civil war. In addition, there are as many as 2,000 East Germans. The Soviet secret police have established effective control over the important departments of information and security.

Angola is not an isolated case. Cuba, which does the Soviets' dirty work in Africa, has troops in six other African countries and possibly in three or four more. In Sierra Leone, the Cubans are training an internal security unit. They are also active in Equatorial Guinea, where President Macias has established one of the bloodiest dictatorships in the world. About one-fourth of that country's original inhabitants have fled into exile. Fifty thousand people have been killed without trial or charges and Macias has reportedly introduced a system of slavery. A Cuban military mission recently visited Uganda. The Soviet Union is already helping to keep Idi Amin in power by supplying him with at least 50 MIGs and other weapons.

The Soviet Union has built naval and air bases in Somalia and through generous military aid has won over the military junta in neighboring, strife-torn Ethiopia.

Soviet actions are destructive to moderate African regimes and dangerous to Africa itself. Their aid to Uganda, Ethiopia, and Somalia appears to be part of a long-term strategy against Kenya, which has the smallest army in the region because it has invested its resources in education and development rather than in arms.

The recent invasion of the mineral-rich Shaba province of Zaire could not have taken place without the support of the Angolans and Cubans, who supplied arms and training to the rebels and planned the attack. If the national integrity of Zaire is undermined, the whole continent of Africa could be wracked by separatist conflicts.

The Soviet Union and Cuba have little interest in a peaceful transition to majority rule in Rhodesia and Southwest Africa. Their goal is to increase their own power by frustrating the American effort to negotiate a settlement. They are actively encouraging a military solution, regardless of the cost to black Africans. Because of the superior training and fire power of the whites, it is estimated that the violent liberation of Rhodesia and Southwest Africa would cost from ten to twenty black lives for every white one. Moreover, if white minority rule in Rhodesia is ended by military force, there is a great danger that a civil war will break out between the rival black nationalist factions. But this does not disturb the Soviet Union. In fact, they would welcome such a development, because it would provide them with the opportunity to establish control over the winning side.

UNLIKE THE LEADERS of black Africa, the Russians aren't particularly interested in seeing black Rhodesians with majority rule by their own efforts. They hope that in a "war of liberation," the nationalists will be compelled to ask for "assistance" from the Cubans. Thus, Angola will be repeated in Rhodesia.

The manner in which majority rule is established in Rhodesia will determine the future course of South Africa. If it is by war, there will be increased repression of the 18 million blacks in South Africa.

The worst impact of increased Soviet influence in Africa is on the people themselves. Without exception, the growing number of African states which have declared themselves to be Marxist-Leninist, including Angola, Mozambique, Benin, and Ethiopia, are brutally repressive and dictatorial regimes. They run roughshod over traditional ethnic and social interests. Any attempt to impose a political system on African countries which does not recognize the force of tribalism can only result in severe repression. Communism is alien to Africa; it will do nothing to improve the lives of average Africans.

It is not surprising that Zambian President Kenneth Kaunda and other African leaders are becoming increasingly concerned about the growing Soviet intervention in Africa. Americans should recognize that the Soviet Union is a threat to the future progress of Africa.

Coalition Leader Warns:

$2.50 Pay Floor Would Keep Millions of Workers In Poverty

PRESIDENT CARTER'S minimum wage proposal would leave three million full-time workers locked into sub-poverty-level incomes supplemented by relief payments, Clarence Mitchell, chairman of the Coalition for a Fair Minimum Wage, warned.

Noting that coalition leaders spelled out that danger in a recent meeting with the President, Mitchell said that Carter apparently "hadn't thought about that very much" before making his minimum wage proposal. Mitchell, who is also chairman of the Leadership Conference on Civil Rights and Washington representative for the NAACP, said the President was vitally interested in the coalition's presentation and assured the group he would study the issue further.

"We hope that the President will adjust his figure upward, so that people can really depend upon their paychecks, rather than relief or food stamps" to support themselves and their families, he declared on Labor News Conference.

Mitchell said that "while everyone would hope that the President will be at the front of the parade," the Congress, whose members are "acutely aware of the conditions facing their constituents," will likely "move ahead, even without the President's backing."

If the Administration sticks to its $2.50 proposal, there will be "acute disappointment" in the black community that was so critical to Carter's election last year, he added.

"We've got people working and yet they haven't got enough money for the necessities of life," Mitchell said. "You can have all the statistics you want, but that isn't putting money into the pay envelope."

Appearing with Mitchell on the AFL-CIO produced program was Victor Kamber, director of the AFL-CIO task force on labor law reform, who said that the federation is taking a major role in the coalition because a fair minimum wage "is a social justice issue in that a substantial segment of the populace is helped." He stressed that wide-scale education on the need for a decent minimum wage among the Congress, union members and the public at-large, is a principle thrust of the effort.

A coalition effort is the best way to put the kind of focus and attention on the minimum wage issue, Kamber declared. He agreed with Mitchell that prospects are good that the new wage floor will be better than that originally recommended by the President, stressing that "Congress cannot stand by and see people stay in poverty."

If the minimum wage is pegged at too low a percentage of average factory wages, Kamber warned, we will be indexing people into poverty.

Reporters questioning Mitchell and Kamber were Robert Dobkin of the Associated Press and Frank Swoboda of the Baltimore Sun.

By Press Associates, Inc.

WHEN PRESIDENT CARTER first listed his principles of welfare reform weeks ago, his top priority was "no higher initial cost than the present system." Now the tentative outline of "reform" reveals that the Administration may, indeed, try to squeeze blood out of a stone.

As described by Health, Education & Welfare Sec. Joseph A. Califano, two categories of recipients would be established to simplify the present exceptionally complicated system.

The first category would include the aged, disabled, children younger than 18 and the single parents of small children. Individuals in this group would not be expected to work and would receive a single cash payment monthly. The second category would cover healthy adults without small children.

A single-parent family of four with at least one small child would be entitled to a federal payment of $4,200 a year. The payment could be supplemented, as welfare benefits often are now, by states, counties and cities.

The federal payment would rise each year to account for inflation. The adults would not be expected to work, but if they did their payments would be reduced by 50 cents for each dollar earned.

Healthy adults with no children would be entitled to a basic payment of $1,100 a year apiece, reduced by 50 cents for each dollar earned. Such adults are not now eligible for basic welfare payments, but the $1,100 is about what they can get in benefits from food stamps.

In two-parent families, one adult would generally be required to work. The payment to such a family of four or to a single-parent family of four with no small children would be $2,300 a year ($2,600 in 1978 dollars). If the adult worked in the private sector, his payment would not be reduced until he earned $3,800 and, after that, it would be cut by 50 cents on the dollar.

If he worked in a public job, the benefit would be reduced by 50 cents on the dollar after reaching $1,900 in earnings.

Aged, blind and disabled adults who currently receive supplemental security income would be entitled to $2,300 for an individual or $3,500 for a couple. If such a payment should be less than what they get now in federal benefits, they would be entitled to their current benefit level.

Califano said the Administration had not decided how old the youngest child should be before mothers were required to work, although he hinted that 12 years of age was a likely cutoff point.

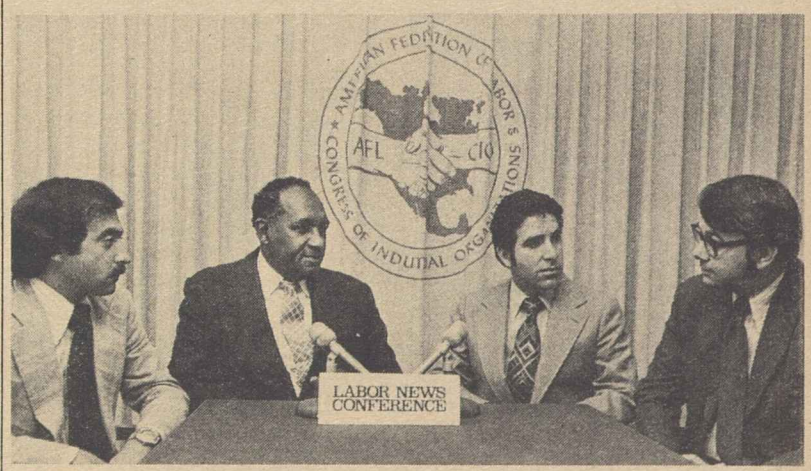
There are about 400,000 single mothers in the country who have no child under 12 and who receive welfare. Under current rules, mothers can continue to receive welfare as long as they have a child under 18.

THE WELFARE REFORMS appeared on the surface to provide higher benefits for almost everyone. How that could be accomplished, while keeping welfare spending at its current $25 billion level, was not made clear.

Another question concerns the ability of the government to create 1.4 million jobs. Each such job, the Labor Dept. estimates, would cost $6,500 in salary, materials, supervision and administration—much more than the people who would be offered the jobs are receiving now on welfare.

There are many hazards in trying to pull off the miracle of "zero-cost" reform. As has been shown in a county program in Milwaukee, a "workforce" program has slipped below the minimum wage, has steadily displaced workers and has created resentment between the two groups of workers. Similar consequences can be expected on a broader basis if the Administration moves ahead with its present version of welfare reform.

A penny-wise, pound-foolish policy has never paid off in America. The nation needs a full employment economy, with decent jobs at decent pay for all.



THREE MILLION full-time workers would be locked into sub-poverty level incomes supplemented by relief payments if Congress adopts President Carter's minimum wage proposal. That warning came from Clarence Mitchell, second from left, chairman of the Coalition for a Fair Minimum Wage, and Victor Kamber, second from right, director of the AFL-CIO task force on labor law reform, on Labor News Conference. Questioning them were Robert Dobkin, left, of the Associated Press and Frank Swoboda of the Baltimore Sun. The program is produced by the AFL-CIO as a public service.

SPANISH TRADE UNION officials meet with AFL-CIO President George Meany and Vice President Martin J. Ward, right, chairman of the federation's international affairs committee, to discuss developments in Spain since the recent legalization of labor unions. Heading the Spanish labor delegation were Nicholas Redondo, second from left, general secretary of the General Workers Union (UGT), and Manuel Simon, left, UGT international affairs director.

Senate Vote Rejecting Anti-Striker Proposal

Needy families of strikers would have been ineligible for food stamps under an amendment to the farm bill proposed by Sen. Strom Thurmond (R-S.C.). The Senate on May 24 voted 56-38 to table the Thurmond amendment, thus killing it. Senators voting to table are listed as supporting labor's position.

FOR LABOR'S POSITION

Democrats 42

Abourezk (S.D.)	Hart (Colo.)	Metcalf (Mont.)
Anderson (Minn.)	Haskell (Colo.)	Metzenbaum (Ohio)
Bayh (Ind.)	Hathaway (Me.)	Moynihan (N.Y.)
Biden (Del.)	Huddleston (Ky.)	Muskie (Me.)
Burdick (N.D.)	Humphrey (Minn.)	Nelson (Wis.)
Byrd, R. (W.Va.)	Inouye (Hawaii)	Pell (R.I.)
Cannon (Nev.)	Jackson (Wash.)	Proxmire (Wis.)
Clark (Iowa)	Leahy (Vt.)	Randolph (W.Va.)
Cranston (Calif.)	Long (La.)	Ribicoff (Conn.)
Culver (Iowa)	Magnuson (Wash.)	Riegle (Mich.)
Durkin (N.H.)	Matsunaga (Hawaii)	Sarbanes (Md.)
Eagleton (Mo.)	McGovern (S.D.)	Sparkman (Ala.)
Ford (Ky.)	McIntyre (N.H.)	Stevenson (Ill.)
Glenn (Ohio)	Melcher (Mont.)	Williams (N.J.)

Republicans 14

Brooke (Mass.)	Javits (N.Y.)	Stafford (Vt.)
Case (N.J.)	Mathias (Md.)	Stevens (Alaska)
Chafee (R.I.)	Pearson (Kan.)	Weicker (Conn.)
Hatfield (Ore.)	Percy (Ill.)	Young (N.D.)
Heinz (Pa.)	Schweiker (Pa.)	

AGAINST LABOR'S POSITION

Democrats 14

Allen (Ala.)	Eastland (Miss.)	Stennis (Miss.)
Bentsen (Tex.)	Hollings (S.C.)	Stone (Fla.)
Byrd, H. (Va.)	Johnston (La.)	Talmadge (Ga.)
Chiles (Fla.)	Morgan (N.C.)	Zorinsky (Neb.)
DeConcini (Ariz.)	Nunn (Ga.)	

Republicans 24

Baker (Tenn.)	Goldwater (Ariz.)	McClure (Ida.)
Bartlett (Okla.)	Griffin (Mich.)	Packwood (Ore.)
Bellmon (Okla.)	Hansen (Wyo.)	Roth (Del.)
Curtis (Neb.)	Hatch (Utah)	Schmitt (N.M.)
Danforth (Mo.)	Hayakawa (Calif.)	Scott (Va.)
Dole (Kan.)	Helms (N.C.)	Thurmond (S.C.)
Domenici (N.M.)	Laxalt (Nev.)	Tower (Tex.)
Garn (Utah)	Lugar (Ind.)	Wallop (Wyo.)

Absent: Bumpers (D-Ark.), Church (D-Ida.), Gravel (D-Alaska), Kennedy (D-Mass.), McClellan (D-Ark.), Sasser (D-Tenn.).

Curb Sought on Bill Collectors

(Continued from Page 1)

As an added step, Biemiller urged that the legislation "require that the collection agency provide full disclosure by informing the debtor of all possible means of repayment, including partial payment where it has been authorized."

Such a policy, Biemiller suggested, would enable many families to "work out their debt problems that have become major crises in their lives for the first time."

The House passed the bill in April by a surprisingly close 199-198 vote, even though national trade associations of debt collectors had endorsed it.

By contrast, in the last Congress a similar bill cleared the House by a decisive 239-162 margin. But it died with the adjournment of the 94th Congress after the Senate failed to act.

Unions Blast Cutbacks in Mail Delivery

Postal problems will be compounded if an inept management is allowed to go ahead with cutbacks in service, two unions charged at Senate hearings.

Letter Carries President J. Joseph Vacca denounced plans to eliminate Saturday mail deliveries and urged Congress to restore "a meaningful degree of accountability and proper concern for service" to the postal system.

The delivery cutback is one of the recommendations of a commission appointed during the Ford Administration, and congressional as well as union leaders have sharply criticized Postmaster General Benjamin Bailar for rushing to put it into effect without consultation with Congress.

Vacca and James J. LaPenta, director of the federal-public service division of the Laborers, urged Congress to rewrite the law setting up the U.S. Postal Service so that the postmaster general and his deputy would be appointed by the President subject to Senate confirmation.

A similar position was taken by the AFL-CIO Executive Council earlier this year. The two top officials are now chosen by a nine-member Board of Governors, which Vacca termed "useless."

Vacca also urged legislation requiring the postal system to meet minimum standards of service as a protection against tampering by an unresponsive management.

LaPenta, whose division includes the Mail Handlers, charged top postal management with "stonewalling" Congress and following a philosophy of allowing private firms to skim off the most profitable part of the postal operations while leaving the money-losers to the U.S. Postal Service.

Earlier, the chairman of two House subcommittees dealing with postal matters held a joint news conference to accuse the postmaster general of "a total lack of willingness to work with the House of Representatives to help develop postal policy."

The subcommittee chairmen, Rep. James M. Hanley (D-N.Y.) and Charles H. Wilson (D-Calif.), told reporters their patience "is wearing thin."

Vacca's testimony, while urging greater congressional oversight on postal services, said the independent collective bargaining procedures written into the Postal Reorganization Act should not be altered. It has proven the "successful" portion of "the otherwise defective" postal reorganization, he said.

Carter Plan Criticized:

Oil Workers Offer Energy Program

The Oil, Chemical & Atomic Workers attacked the Carter Administration's energy program while announcing the union's own energy policy.

OCAW President A. F. Grospiron told a Washington, D.C., news conference the union opposes the President's concept of conservation of energy resources through higher prices, and called for legislation mandating prompt and complete disclosure of energy information by industry and removal of foreign tax credits now given to oil firms.

The union's energy policy, more than a year in the making, was developed by a committee headed by Grospiron and other top-level union officials and technical staff personnel.

It reiterates OCAW's frequently stated opposition to deregulation of crude oil and natural gas prices and advocates an end to energy waste. The union represents 70,000 workers in the oil, gas and nuclear power industries.

In a 74-page statement, the union said the Carter Administration's proposed crude oil equalization tax "has flaws which make it unacceptable to us" but is "far preferable to the self-serving schemes of the oil companies."

The equalization tax would be placed on the difference between the world oil price and the controlled domestic price of crude.

The union sharply criticized the Carter plan to allow natural gas prices to rise to the BTU equivalent of domestic oil prices at the controlled composite price of $1.75 per thousand cubic feet at the beginning of 1978. It urged that natural gas be priced at its cost plus a reasonable profit of 15 to 18 percent, the policy adhered to by the Federal Power Commission in the past.

Conservation is a necessary step in energy policy, the union observed, but instead of trying to accomplish it with higher prices the government should attack waste. "The solution to the problem of waste lies in government regulation and well-planned incentives," Grospiron said.

In calling for legislation to enable the government to get further information on energy supplies, the union said that what is needed is a measure that would provide policy-makers as well as the general public with complete and accurate information on energy exploration, production, processing, transportation, storage, marketing, reserves, costs, pricing policies, imports, exports, swapping arrangements, contracts with foreign nations, and interlocks between corporations.

"An important obstacle to sound national energy planning is the inability of the government to obtain reliable information on the operations of the private energy corporations," Grospiron said.

Public Administrators Faulted on Performance

The quality of public administrators today leaves much to be desired, two union officials told a group of government and labor leaders at a conference on productivity.

"No public administrator has a bed of roses these days. But some of them make their jobs much harder than they need to be," Thomas R. Donahue, executive assistant to AFL-CIO President George Meany, told the Conference on Productivity and Quality of Working Life in the Public Sector.

"They do this primarily by making communications with public workers a one-way street. They do it by treating workers more like mindless and sometimes unreliable machines than like people who are entitled to be treated with dignity, respect and courtesy.

"They do it by ignoring grievances and by refusing to open channels leading to free discussion aimed at finding mutually agreeable solutions of problems. They do it by trying to substitute arbitrary, unilateral rulemaking power for collective bargaining."

It is not that private management is inherently more efficient than public management, Donahue said. "The only real difference is in the labor laws under which they operate, and I say the laws that seem to give public employers an advantage really result in crippling the efficiency of public service and reducing productivity."

President Jerry Wurf of the State, County & Municipal Employees, said that too often professional politicians are elected to do the jobs of professional administrators.

"Unfortunately, many election winners wake up in the mayor's office with no more babies to kiss and no idea in the world of how to run a government."

That is why, Wurf told the conference, inept administrators will make mistakes such as contracting out services or laying off employees when the budget is squeezed by shrinking revenues or higher costs.

The conference, held in Washington, D.C., was presented by the Work in America Institute, the Labor-Management Service of The U.S. Conference of Mayors, and the National Center for Productivity & Quality of Working Life, which includes several union officials on its board. Unions cooperating in staging the conference included AFSCME, the Service Employees, and the Fire Fighters.

Donahue said it is no accident that the nation's most efficient, most productive and most profitable industries are those in which unions are strongest, and collective bargaining is present.

"That is why we think it's a matter of the highest importance to provide public employees and public administrators with the same kind of labor relations laws, rules and techniques as those in the private sector," Donahue said.

He pointed out that the AFL-CIO's legislative goals include a federal employee's collective bargaining bill and federal legislation to guarantee collective bargaining rights to state and local employees.

Under the current executive order system implemented in 1962, labor relations in the federal government are "limited, lopsided and uncertain," Donahue declared. "Such a labor policy is not tolerated in the private sector by Congress and shouldn't be allowed in the public sector."

Doctor Fees Unaffected:

Limited Impact Seen In Hospital Cost Bill

The Carter Administration's proposal to place a lid on hospital revenues will have only a limited impact on soaring health care bills people are paying, the AFL-CIO warned at Senate hearings.

Even though the legislation would hold hospital increases to about 9 percent a year, it would not cover the escalation of doctor fees, or the costs of drugs, nursing home care and home health services.

For the short run, the federation supports the Administration's cost containment plan, Legislative Director Andrew J. Biemiller said in a statement presented by Social Security Director Bert Seidman before a Senate Health subcommittee.

Biemiller said the basic approach of the plan is workable because it would also establish limits on third party groups, such as Blue Cross, Blue Shield, commercial insurance and federal reimbursements.

Biemiller noted that the proposal would properly exclude federal hospitals and health maintenance organizations from the ceilings. He suggested similar exemptions should be given to public hospitals in large urban areas, stressing that "they are already under budget control and are underfunded."

Public hospitals desperately need new equipment and facilities, Biemiller said. He noted that a lag in needed capital improvements has threatened many public health hospitals in a number of large cities with disaccreditation.

Another problem with the bill is the potential burden it could cause for the collective bargaining rights of low-wage hospital workers, Biemiller said.

Initially, the legislation would permit six states to operate their own cost containment programs if they meet certain federal criteria. Other states could switch later.

But while the federal coverage provides for free collective bargaining, it is not a requisite for state-operated programs, Biemiller said.

"We strongly support the concept that the wages of non-supervisory employees must be determined by free collective bargaining," he stressed.

Biemiller also termed the financial disclosure requirements for hospitals inadequate. He said hospitals should be required to disclose all receipts, expenses, assets and liabilities. They also should report the salaries and other benefits given their highly paid employees, and file conflict-of-interest statements relating to hospital administrators and trustees.

Biemiller suggested that an alternative health care policy be given close consideration to check the soaring hospital rates, which have been increasing at double the rate of the consumer price index.

"A far more effective and flexible means of cost control over hospital expenditures would be to phase in coverage for hospitalization under the principles of the Health Security bill," he observed.

Under the health security approach, budgets could be set on a hospital-by-hospital basis, Biemiller noted. He said, "there would be no arbitrary ceilings, no complicated prospective reimbursement formulas, nor a deluge of complicated regulations."

Court Affirms Authorization Card Privacy

(Continued from Page 1)

Act permits any member of the public to obtain government records unless the records are protected from disclosure under a specific exception.

In this case, the union and the NLRB argued that the authorization cards were exempt from disclosure under several of the exceptions.

The appeals court found that the cards were exempted by Section 6 of the Freedom of Information Act which provides an exemption for "personnel and medical files and similar files the disclosure of which would constitute a clearly unwarranted invasion of personal privacy."

Such cards are "similar" to personnel and medical files, the court ruled, in that they contain a "thumbnail sketch" of an employee's job classification and status in addition to the union authorization.

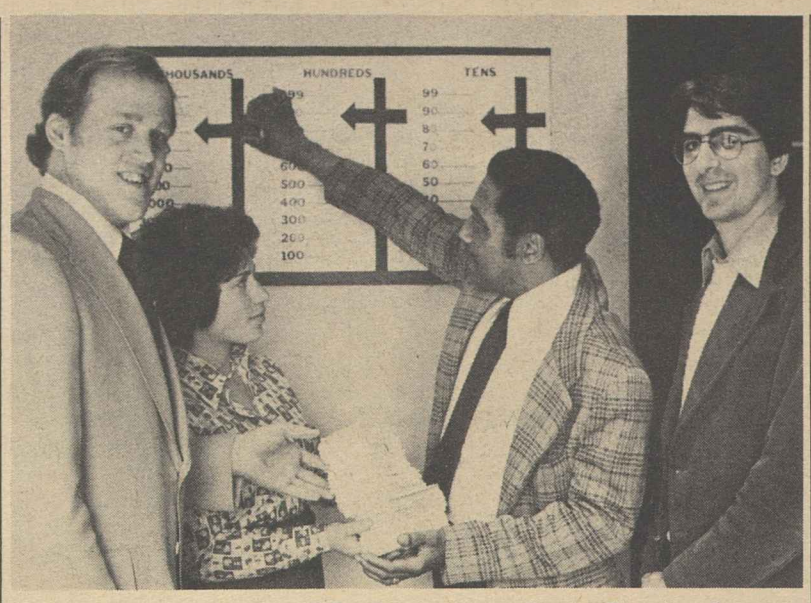
Pamphlet Details Role Of Labor in Job Training

A new Labor Dept. pamphlet credits unions with having assisted more than 265,000 persons under federally-financed employment and training programs.

Union involvement began in 1963 after enactment of the Manpower Development & Training Act and has increased almost every year since then. The pamphlet, Labor Organization Participation in National Employment and Training Programs, gives this cumulative tally through the 1976 fiscal year:

- On-the-job training of 111,106 persons in skilled trades in both construction and manufacturing. The union-sponsored programs "provide classroom training for unemployed, underemployed and economically disadvantaged persons," the pamphlet notes.
- Apprenticeship Outreach placement of 10,849 persons through union programs that "recruit, counsel, tutor and otherwise prepare young persons, primarily minorities, to qualify for and gain entry into industry operated apprenticeship programs."
- Development of 112,000 job opportunities through the AFL-CIO's Human Resources Development Institute which works through a nationwide staff to generate local job and training programs.
- Job Corps training for 31,070 persons under union-operated programs. The pamphlet notes that in the union centers "instructors who themselves come from the trades insure that Job Corps enrollees receive the most modern and practical preparation available."

While the largest involvement in training programs has been by the building trades unions, extensive programs have also been undertaken by industrial unions and the AFL-CIO Appalachian Council.



FRONTLASH ORGANIZERS in New York City hand over another 2,000 completed and signed cards urging congressmen to legislate a decent minimum wage above the poverty line. Presenting the cards to Douglas Allen, Area X COPE director, left, and Leonard Lewis, of the AFL-CIO Region VII field staff are New York City Frontlash Director Donna Lurie and Harley Lipman, right, assistant Frontlash director in New York. The effort is part of a nationwide drive by Frontlash, a labor support group among youths, that in the past two weeks has generated the mailing of 20,000 cards backing an adequate wage floor.

High Court Upholds Job Seniority System

(Continued from Page 1)

Such reasoning "obscured the fact that the sole wrong committed in such cases was the discriminatory hiring or placement decision, and has placed the onus of such wrongs on unions that had no role in that discrimination."

The Supreme Court's present decision has "corrected this error . . . in a manner that preserves the rights of, and assures effective remedies to individuals discriminated against in hire or placement since 1964, who file timely charges against that discrimination."

In the current case, the Supreme Court for the first time considered the issue of whether remedies to discrimination should date back before the passage of the Civil Rights Act.

It was "the clearly expressed intent of Congress" that it should not, the AFL-CIO noted. Thus, "the court's rulings are in precise accord with the understandings of those who worked against great odds to fashion the creative compromises that made possible the enactment of Title VII."

It concluded with a hope "that the court's decisions will clear the way for a vigorous and effective attack on present acts of discrimination."

The same 7-2 lineup, with Justices Thurgood Marshall and William J. Brennan, Jr., dissenting, determined the outcome of a related case involving the challenge to a seniority system brought by an airline stewardess who originally lost her job because of a since-discarded "no marriage" rule. The policy was subsequently abolished in a union-negotiated contract.

Since the time allowed for filing a claim of sex discrimination under the Civil Rights Act had long expired, the stewardess—after she was rehired in 1972—challenged the seniority agreement between the airline and the union as perpetuating illegal discrimination.

In this case, too, the court held that the seniority system is not itself discriminatory and cannot be challenged on the basis of a prior act of discrimination.

Glass Workers Re-Elect Officers

Columbus, O.—President Joseph Roman of the Glass & Ceramic Workers will start his third two-year term of office next month.

Roman, who was unopposed for re-election in a mail referendum, will be sworn in at a July 9 meeting of the union's board. Also unopposed were Sec.-Treas. Joseph Stanzione and Executive Vice President H. Wayne Yarman.

Only two of the union's 10 other executive positions were contested, both district presidencies. The union has its headquarters here.

Jewelry Union Votes Boost In Per Capita

Miami Beach — The Jewelry Workers, faced with rising costs and a decline in income, voted to increase per capita by 20 cents a month to $1, effective Sept. 1.

In another constitutional change at the union's convention here, delegates voted to reduce the size of the executive board from 11 to 9 vice presidents.

President Leon Sverdlove said the reduction in the board's size was prompted by a membership loss brought on by the 1973-75 recession which forced consumers to cut back on purchases of luxury items, such as jewelry. Most of the union's 10,000 members work with precious metals and gems at jewelry manufacturing shops.

The 57 delegates from 24 locals also adopted a score of resolutions supporting major AFL-CIO programs and policies.

The convention had no sooner opened when the delegates and union officers were plunged into darkness as a massive power failure shut off electricity throughout south Florida. Operating by flashlight for nearly three hours, however, the convention went on to set policy and choose officers for the next three years.

Sverdlove, the union's president and secretary-treasurer for the past nine years, was re-elected by acclamation. Nine vice presidents were also chosen.

The union's pension fund trustees reported the fund's assets had more than doubled since the last convention three years ago.

Labor Studies Center Lists Calendar for June

A four-day institute for full-time union staff members and elected officers involved in negotiating or administering pension plans highlights the June calendar at the George Meany Center for Labor Studies, Silver Spring, Md.

The program of employee pensions runs from June 27 through July 1. Instructors will include union pension experts, attorneys, actuaries and investment consultants. They will explain the Employee Retirement Income Securities Act (ERISA) and its impact on pension negotiations, analyze financing and investment reports and discuss investment policies and pension plan costing.

Six national and international unions, the AFL-CIO Building & Construction Trades Dept. and the Council of Professional Employees will sponsor programs during June.

United Transportation Union will complete a two-week institute June 10 for general chairmen on grievance processing and the preparation and presentation of public board cases. Other topics include the economics of the railroad industry and the UTU's legislative and political activities.

Molders—Organizing seminar for new staff members, June 5-10.

Council of Professional Employees—A program for salaried and professional women on organizing, June 5-10. **Machinists**—A leadership seminar on government and politics, community affairs and consumer education, June 12-17.

Building & Construction Trades Dept. will conclude a safety training program for construction workers, June 19-24.

Flight Attendants—A training seminar for leaders of local councils, June 20-24.

Graphic Arts International Union—A staff training conference for international representatives, June 26-July 1.

More information on these or other labor studies programs may be obtained from Fred K. Hoehler, Jr., executive director, George Meany Center for Labor Studies, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Phone 301/431-6400.

Notice of Nondiscriminatory Policy as to Students: The George Meany Center for Labor Studies, Inc., admits students of any race, color, national and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of race, color, national and ethnic origin in administration of its educational policies, scholarship and loan programs, and athletic and other school-administered programs.

Funding Bill Called Vital:

Meany Asks Strong Drive To Bolster Social Security

(Continued from Page 1)

gram. The "most glaring" claim, he said, is that private insurance is a better retirement program for younger workers than social security.

"The value of social security benefits cannot be matched by private insurance," Meany wrote. "Today's retirees who had average earnings over their working lives receive more than 12 times in benefits over what they have paid in contributions. Moreover, social security provides not just retirement benefits, but also lump-sum death benefits, survivors' benefits, disability benefits and medical care after age 65 or after disability."

"In short," Meany concluded, "social security is an invaluable protection for American workers that can't be matched in any other way and must be preserved."

The analysis of the President's proposals, prepared by the AFL-CIO Dept. of Social Security, makes the following points:

1. Removing the taxable wage base for employers "would cost most employers less than they would have to pay under the conventional method of financing which would require an increase in both the tax rate and wage base."

In foreign countries the employer either pays social security taxes on the total earnings of employees or the taxes are larger than the employee's tax. Employers would not have to bear the full burden of removing the wage base since the employer tax for social security is a business expense and deductible from the employer's income tax.

2. Increasing the taxable wage base for employees "would affect only the highest paid workers, roughly 10 to 15 percent of the workforce" and would make unnecessary an increase in the rate which would "fall heaviest on low and moderate income workers."

This proposal would improve the relationship of benefits to earnings for workers with above-average earnings and would increase the percentage of workers whose full wages are covered by social security to nearly the same percentage as when the program began.

3. The proposed partial general revenue financing to restore income lost due to high unemployment—the major cause of the deficit in the social security program—is neither new nor revolutionary. General revenue funds are already being used to pay for wage credits for military service, hospital insurance benefits for non-insured people, special benefits at age 72 and half the cost of the Medicare Part B program. "In short, the Congress already has accepted the principle of general revenue financing for certain aspects of social security."

Many other countries utilize a government contribution for social security, and the original drafters of the social security bill in 1934 predicted the program would need general revenue financing by 1965. In addition, most Social Security Advisory Councils have recommended such financing.

A general revenue contribution would also ease the regressive nature of the social security tax by making increases in the tax rate unnecessary.

4. The correction of a technical flaw in the benefit formula which raises the initial benefit for future retirees out of proportion to wage levels would resolve about half of the long-range social security financing problem.

Carter has proposed to meet this problem by assuring future beneficiaries roughly the same ratio of wages to benefits as for present retirees. This was the intent of Congress at the time it enacted the present formula.

This proposal would reduce uncertainty and workers will know what their future benefits will be in relation to their pre-retirement earnings. Unless this correction is made, some future benefits in the next century could exceed pre-retirement earnings. The proposal, however, would not affect the present automatic cost-of-living formula which adjusts benefits after retirement.

The analysis also referred to four other Carter proposals that would:

- Increase the self-employed tax to 7.5 percent and restore the historical relationship which existed prior to 1972 that the self-employed rates should be 1½ times the employee rate.
- Move ahead a 1 percent rate increase scheduled for the year 2011. But, the analysis noted, Congress could annul or postpone the increase "as it has often done in the past."
- Shift surplus revenues from the Medicare trust fund to the cash benefit trust funds.
- Change certain technical provisions that differentiate on the basis of sex.

Wide Support Pressed For Labor Law Reform

Sacramento, Calif.—Grass-roots support is needed to get labor law reforms through Congress, Thomas R. Donahue, executive assistant to AFL-CIO President George Meany, stressed at the California AFL-CIO's legislative conference here.

"We need support from trade unionists all over the country for every piece of labor legislation," Donahue declared. Trade unionists must let their congressmen know that "we want labor law reforms to make it possible for workers who want to join a union to do so without a three-year wait," he said.

Many members of Congress are serving their first or second terms and do not know the details of labor's program, Donahue said. They need to hear it from voters in their own districts, he said. "They have to be told by you."

Among the labor law reforms needed, Donahue said, is "speedy representation elections. There ought to be a limit on stalling." He noted that the AFL-CIO also is seeking reforms that would:

- Make the National Labor Relations Board a "self-enforcing" agency.
- Define a "successor employer" in the case where a firm is sold to a new owner.
- Get the federal government to "stop subsidizing employers who persistently violate the nation's labor laws," firms such as J. P. Stevens & Co.

Referring to the current AFL-CIO nationwide boycott of Stevens's products, Donahue declared that the giant textile firm has been a scofflaw for the past 15 years.

Discussing the federation's boycott of Coors beer, Donahue pointed out that some 1,500 workers at the Coors brewery in Golden, Colo., have been on strike since Apr. 5 and that the NLRB has accused management of unfair labor practices.

But, he pointed out, in the time that the NLRB takes to process charges such as those against Coors, the employer gains while the workers lose.

Others addressing the three-day legislative conference included Gov. Edmund G. Brown, Jr.; John F. Henning, executive secretary-treasurer of the California AFL-CIO, and Lt. Gov. Mervyn M. Dymally.

Kirkland Sees America Segregated by Job Gap

(Continued from Page 1)

shrank, unemployment rose steadily and the victims — many of them black Americans—fell further and further behind in their quest for an open society.

The answer is jobs, Kirkland stressed. That is why the labor and civil rights movements have joined together in support of a national youth employment program, and why the AFL-CIO and other organizations are seeking a full employment economy, he said.

The last presidential election meant a new chance to move toward the goal of an open society, Kirkland observed, but the Carter Administration, which campaigned as the champion of plain people, "now seems bent upon achieving 'business confidence' and a balanced budget ahead of jobs, housing and health care."

Four months is a short time to judge the new Administration, he noted, "but we've waited eight years to resume our quest for a society where all citizens have an opportunity to advance — an opportunity based on individual skills, initiative and desire, not restricted by the superficial barriers of race or sex or age or the neighborhoods in which people live.

"We want a nation in which equal opportunity is so commonplace that no one need designate a single day in its honor," Kirkland concluded.

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Correspondence about address corrections should be sent with attached mailing label to: AFL-CIO Subscriptions, Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

Over the Hurdles

Safety Agency Drafts Final Benzene Curbs

The Occupational Safety & Health Administration will open hearings July 21 on a permanent federal standard limiting worker exposure to benzene, a known cause of leukemia.

The OSHA proposal is patterned after an emergency temporary benzene standard that was scheduled to take effect May 21 but was blocked by a petroleum industry court suit.

Like the emergency standard, the permanent regulation calls for limiting worker exposure to one part benzene per 1 million parts air (1 ppm) over an eight-hour period. The current allowable exposure level is 10 ppm. The proposed standard would also lower the current ceiling of 25 ppm to 5 ppm and restrict eye and skin contact.

OSHA issued the emergency standard May 3, with an announcement by Labor Sec. Ray Marshall that there was "overwhelming evidence" that workers exposed to benzene run a high risk of contracting leukemia and other serious blood disorders.

Assistant Labor Sec. Eula Bingham followed with the warning that "a grave danger currently exists" for about 153,000 workers who are exposed to higher levels of the chemical in some 1,200 workplaces.

Despite the warnings, several oil companies and two petroleum trade associations obtained a temporary stay from the U.S. Court of Appeals in New Orleans to prevent the standard from taking effect.

The AFL-CIO Industrial Union Dept. and the Rubber Workers have filed a joint brief with the court challenging the petroleum employers' request for a permanent stay of the standard. The court will hear the case June 6.

The proposed permanent standard would apply to all workplaces of general industry, construction and maritime trades, with certain exemptions. It would require measurements of employee exposure, specified methods of compliance, employer-supplied personal protective equipment and clothing, worker training, medical surveillance and record-keeping.

Benzene is produced by the oil industry and is used in the production of a number of organic chemicals. Its toxic effects have been recognized since the early 1900s.

Benzene is also used in the plastic wrapping film industry, where it has been linked to the deaths of eight Rubber Workers. A recent URW medical study showed that the risk of leukemia deaths among Rubber Workers is 200 to 700 percent higher than for the average U.S. worker.

George Hudson Dies, Ex-Official of Waymen

Jefferson City, Mo. — George Hudson, retired vice president of the Maintenance of Way Employees died here May 18. He was 89.

Hudson served as general chairman of the BMWE Missouri Pacific federation before he was elected a vice president of the union in 1943. He held that post until he retired in 1966.

Labor Agrees To Return to Pay Council

(Continued from Page 1)

along with Richard Galleher, research director of the AFL-CIO Public Employee Dept.

Meany said other planned changes outlined by Lance and Campbell were "significant and welcome."

These included the use of the Advisory Council on Federal Pay, made up of prominent private citizens, to make recommendations on issues where the unions and the Administration officials are in disagreement.

Also, the Administration promised, every effort would be made to decide on the "methodology" of determining comparability before the salary data has been collected.

Under the Ford Administration, unions accused the President's agents of having doctored the technique so that the total cost of the increase matched almost to the dollar the budget Ford had submitted to Congress seven months earlier.

"We are convinced that meaningful union involvement in the pay-setting process is absolutely crucial," Lance and Campbell wrote to Meany.

"President Carter is committed to the concept of federal pay comparability and does not intend to use the alternative plan authority as a means of budgetary control, imposed solely to hold down federal expenditures."

Carter would use his authority to submit a below-comparability pay plan to Congress, they said, only under "national emergency or economic conditions affecting the general welfare" and then only after "an opportunity for the Pay Council's views to be heard and seriously considered."

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Hatch Act Reforms Passed By Decisive Vote in House

Meany Cites True Figures:

Jobless Rate Called Badly Understated

The Bureau of Labor Statistics reported that the national unemployment rate dropped to 6.9 percent in May, from 7 percent the month before, its lowest level in two and a half years.

But AFL-CIO President George Meany warned that the government's figures "have badly and consistently understated the nation's jobless problem," and the May figures are no exception.

"Our true test of unemployment, which includes those too discouraged to seek work and half of the number forced to work part-time because full-time jobs are not available, shows the following difference," Meany said:

- "Government unemployment rate—6.9 percent. True unemployment rate—9.6 percent.
- "Government total of unemployed — 6.8 million. True total number of unemployed—9.5 million."

BLS statisticians do not count part-time workers and the so-called "discouraged workers" as unemployed. The number of Americans working part-time because they could not find full-time employment last month rose by 116,000 to 3,290,000, the government announced. The number of discouraged workers—those who give up looking for employment because they feel none exists for them—is estimated at about 930,000.

May's 6.9 percent jobless rate marked the first time the official

(Continued on Page 8)

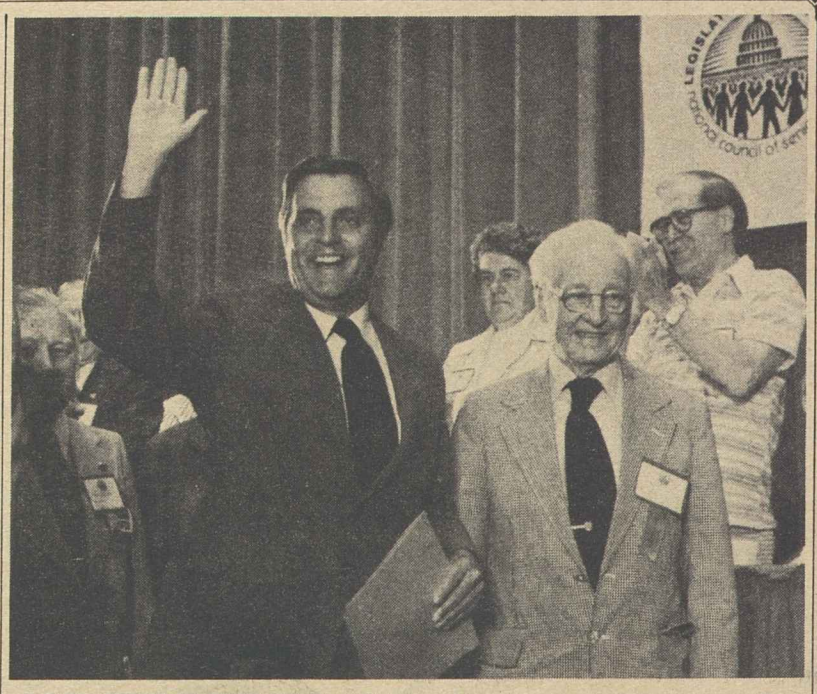
Senate Acts To Expand Housing Aid

The Senate voted 79-7 approval of a housing and community development bill that would give an extra measure of assistance to decaying older cities and commit funds for 400,000 additional housing units over the next three years.

A companion bill has already passed the House and the final version will be put together by a House-Senate conference committee. Both measures point in the same direction and call for new public housing construction as well as a larger program of rent subsidies for low-income families.

The House accepted an Administration proposal to change the formula for community development grants in a way that benefited the decay-threatened cities of

(Continued on Page 8)



VICE PRESIDENT Walter F. Mondale waves to delegates at the 1977 legislative conference of the National Council of Senior Citizens, which wholeheartedly endorsed President Carter's proposals to strengthen the social security system. With Mondale is NCSC President Nelson H. Cruikshank whose appointment as White House counselor on aging was announced at the conference by the Vice President. **(Story, Page 2)**

Bill Faces Major Test In Senate

By David L. Perlman

The House voted decisively to amend the Hatch Act and free nearly 2.8 million federal and postal workers to take an active part in politics—as individuals and through their unions.

It beat back attempts to weaken the labor-supported bill and passed it 244-164.

The fight for government employee rights now shifts to the Senate, where opponents can be expected to mount a filibuster to try to kill the bill. The battle "is less than half over," AFL-CIO legislative Director Andrew J. Biemiller warned.

Congress passed a Hatch Act reform bill last year but couldn't override President Ford's veto. That's no longer a threat. President Carter endorsed the legislation as part of the Administration's election reform proposals.

The Hatch Act was originally enacted in 1939 as a protection for government workers, and the House-passed bill would keep strong safeguards against political coercion. It would impose stiff penalties on any government official who tried to pressure employees to contribute money or work for a candidate.

Despite strong support for the measure, it nearly got derailed in mid-May, when the House first took it up.

The confusion occurred during a late night session, after time allocated for debate had expired and amendments were being voted on in rapid-fire order.

Government unions were most

(Continued on Page 3)

Over Soviet-Bloc Opposition:

Worker Group Picks Brown for ILO Post

Geneva—Free trade unionists elected the AFL-CIO's Irving Brown as worker vice president of the International Labor Organization's current annual assembly of member states here over strident Communist and Arab opposition.

The backstage maneuvering to block the election of the AFL-CIO European representative at the annual conference of worker, employer and government delegates foreshadowed the type of tactics the Communists and their supporters may use in attempting to choke off reforms in the 135-nation ILO demanded by the United States.

American labor, industry and government are united in urging the ILO to put an end to political diversions and the flouting of constitutional procedures for assuring all member states a fair hearing.

The U.S. delegation hopes to see enough progress in this direction to justify rescinding the two-year notice the United States has given of its intention to withdraw from the ILO. The notice expires in November.

But American hopes suffered a major setback when the Communist and Arab blocs succeeded in stalling early action by the conference on moves to reverse the trend toward "politicization" of the ILO. This was achieved at almost the outset of the three-week session by the procedural device of abstaining from a vote to prevent the reaching of a quorum.

The vote was on a U.S.-endorsed recommendation from the ILO Governing Body that the assembly amend its rules to prevent the introduction of politically motivated resolutions unrelated to the ILO's field of activities. The projected rule change would also screen out

(Continued on Page 6)

Musicians Reach Accord With Circus, End Boycott

AFL-CIO President George Meany announced the end of the boycott against the Ringling Brothers-Barnum & Bailey Circus after receiving a report from the Musicians that a satisfactory contract has been signed.

Hal C. Davis, president of the AFM, requested an end to all of the boycott activities conducted by the AFL-CIO, and Meany immediately asked AFL-CIO bodies to destroy all circus boycott material.

Meany joined Davis in thanking AFL-CIO affiliates and their members and state federations and local central bodies for giving full support to the boycott effort.

The boycott was instituted in March with the endorsement of the AFL-CIO Executive Council after the circus demanded elimination of long-standing contract provisions that the union said would have seriously eroded working conditions. The settlement provides for the employment of local musicians in conjunction with a traveling cadre.

Meany asked that all union members be informed that "the circus is all union again" and urged that the sons and daughters of union members who supported the boycott be given "that age-old reward for good children—a trip to the circus."

Attack on Davis-Bacon Quashed by Big Margin

The House refused to weaken the Davis-Bacon prevailing wage law for federally financed construction projects.

It defeated by a stinging 298-76 margin an amendment to delete Davis-Bacon protection from the multi-billion dollar military construction bill.

If the amendment had carried, it would have virtually assured that non-union firms paying the lowest wages and benefits would have a big competitive advantage in securing government contracts.

Two right-wing Republicans, Thomas M. Hagedorn of Minnesota and Philip M. Crane of Illinois, led the attack on the Davis-Bacon Act, which requires that prevailing area standards of pay and benefits be paid on federal construction.

Hagedorn termed the Davis-Bacon Act an "antiquated" relic of the depression era that "ought to have died with that era."

Rep. William D. Ford (D-Mich.) reminded Hagedorn that the law was Republican-sponsored, signed

(Continued on Page 8)

LEADERSHIP REINS of the Steelworkers were turned over June 1 to USWA President Lloyd McBride, left, from I. W. Abel, who retired after turning 65. McBride and other new USWA officers were installed during ceremonies at the union's education and recreation center at Dawson, Pa.

Pennsylvania Delegates Press Stevens Boycott

Philadelphia—Delegates to the Pennsylvania AFL-CIO's annual convention transformed a J. P. Stevens boycott resolution into immediate action as they marched through downtown streets to join a mass rally protesting the anti-worker tactics of the giant textile firm.

The more than 2,000 delegates unanimously adopted the resolution pledging support for the Clothing & Textile Workers in the continuing effort to organize Stevens's workers and in the union's nationwide boycott of Stevens's products.

The rally, sponsored by the ACTWU Philadelphia joint board, was staged in the city's JFK Plaza. Participants included Director Alan Kistler of the AFL-CIO Dept. of Organization & Field Services and Sec.-Treas. Earl D. McDavid of the Union Label & Service Trades Dept.

Delegates also viewed the film, "Testimony—Justice Versus J. P. Stevens," which documents some of the dismal conditions workers encounter at the 85 plants operated by the giant textile maker.

Prior to the screening of the film, State AFL-CIO President Harry Boyer announced that officials of the Philadelphia Sheraton Hotel, the site of the four-day convention, had agreed not to purchase any Stevens linens until the company recognizes ACTWU as the bargaining representative for its workers.

Among other major resolutions adopted at the four-day convention, delegates called for congressional action on the reform of federal labor laws, repeal of Hatch Act restrictions for government workers, a fair minimum wage, universal voter registration, improved enforcement of job safety and health standards, and the boycott of Coors beer.

The state federation's annual Good Citizen of the Year Award was presented to Helen Milberger who is stepping down from the executive council. Mrs. Milberger, a vice president of the Cigar Makers division of the Retail, Wholesale & Dept. Store Union, is retiring because of poor health.

Robert Kohler of the Paperworkers was elected a vice president to fill the vacancy on the 45-member executive council. Boyer and other officials of the state federation have another year to serve on their terms.

Convention speakers included Pennsylvania Gov. Milton Shapp, Lt. Gov. Ernest Kline, Sen. John Heinz (R-Pa.), Philadelphia Mayor Frank Rizzo, and Esther Peterson, President Carter's consumer affairs adviser.

Sharp Growth Seen in Youth Labor Force

The youth labor force—workers between the ages of 16 and 24—will increase substantially this summer over last as school-age workers seek employment, the Bureau of Labor Statistics reported.

BLS estimated that some 26,648,000 young persons will be in the labor force in July, compared with 26,066,000 in July 1976. The total includes an estimated 4.3 million youths expected to enter the job market between April and July either for summer work or full-time employment.

Students entering the labor force for temporary summer jobs are expected to account for 2.8 million, while 1.5 million will be high school and college graduates seeking jobs on a permanent basis, BLS said.

Cruikshank Gets White House Post:

Senior Citizens Back Carter On Social Security Overhaul

By James M. Shevis

The National Council of Senior Citizens, at its biennial legislative conference in Washington, reaffirmed its support of the social security system and called for immediate enactment of President Carter's proposals to strengthen it.

"We support the Carter program because it's sound," NCSC President Nelson H. Cruikshank told some 3,500 delegates from all over the country.

The Carter plan would use federal general revenues to underwrite the system's trust funds for social security taxes lost during periods of high unemployment. It would also remove the ceiling on the amount of an individual's salary on which an employer pays social-security taxes.

Social security is a compact between the government and the American people, the NCSC said in a statement. It is a social insurance system which, unlike private insurance, does not have to possess large reserves to guarantee future obligations, the NCSC observed.

"The proof of the system's soundness is our faith in the continuation of the American government and its ability to tax," the statement declared.

Vice President Walter F. Mondale, keynoting the conference, said that just as senior citizens stood behind Franklin Roosevelt during the 1930s when social security was adopted "we need not just the support, but the enthusiastic support of every member of this council . . . to make certain that the social-security trust fund is sound and secure."

Mondale said that the fight for Carter's legislative proposals will not be easy "because just as there were broad sources of opposition to social security when it was created in the first instance in the Thirties, so today we are hearing voices raised against the President's proposals."

Mondale used the occasion to announce Cruikshank's appointment by Carter as chairman of the Federal Council on Aging and as White House counselor to the President on aging. Cruikshank, who will be 75 years old on June 21, is already a member of the federal council. The former director of the AFL-CIO Dept. of Social Security has headed the National Council of Senior Citizens since 1969.

Cruikshank called his appointment "recognition of the role of the NCSC" in helping meet the needs of the elderly. His successor is James Carbray, first vice president of the NCSC and a retired Steelworker from Whittier, Calif.

Another high-ranking member of the Carter Administration, Secretary Joseph A. Califano, Jr., of the Dept. of Health, Education & Welfare, told delegates there is "no painless way" to solve social security's fiscal problems.

"I know that you will help us explain the need for the President's social security legislation," he said. "As George Meany said last Friday, prompt congressional action on this measure is vitally important." Meany urged leaders of AFL-CIO state and local central bodies "to actively support" passage of the President's social security proposals.

"Nothing this nation does has a higher priority than ensuring that the social security system is on a sound financial basis," Califano declared. "If something is not done, social security will be in serious trouble."

Without additional financing, he said, the disability insurance trust fund will be exhausted late next year or early in 1979. Cash reserves in the retirement and survivors' insurance trust fund will run out in the early 1980s, he added, and unless the current benefit formula is changed, tax rates in the next century could go above 20 percent to finance benefits for future retirees.

"The trust funds must not, and cannot, be depleted," Califano warned. He blamed former President Ford for the financial problems threatening the social security system.

"The present crisis has worsened for the simple reason that the previous Administration ducked making the necessary tough decisions," Califano charged.

During the three-day conference, delegates fanned out across Capitol Hill to remind their congressmen of the needs of the elderly. They spelled out NCSC's legislative program, stressing that the organization's goals are the same as those of all Americans. They include high-quality health care, adequate and affordable housing, income security, jobs for the elderly, a federal agency for consumer advocacy, welfare reform, and an end to mandatory retirement based on age.

The delegates also urged Congress to enact the Humphrey-Hawkins full-employment bill, reform the nation's tax structure, and make the food-stamp program more responsive to the needs of low-income Americans.

"We have been ignored for eight long years," the delegates said in a statement. "From now on, when the Administration and Congress consider the priorities of this country to determine where efforts must be made to improve the quality of individual life, we the senior citizens of America expect to be counted."

Among speakers at the conference, Sen. Hubert H. Humphrey (D-Minn.) observed that "America has a dismal record in caring for its aged," a record that became further tarnished during the Nixon-Ford Administrations.

"For eight years most of the major programs to help the elderly which had been passed by the Congress were turned back," said Humphrey, author of numerous bills to aid older Americans. "It was as though senior citizens had been exiled from the mainstream of American life, their needs and problems ignored by the Executive Branch of the United States government."

Rep. Claude Pepper (D-Fla.), chairman of the House Select Committee on Aging, attacked age-based mandatory retirement as "discriminatory, unjust, unnecessary and a waste of human talent," and urged delegates to press their congressmen to enact a bill to end mandatory retirement and age discrimination for federal employees.

More than 4,000 Americans every day are forced to retire because they have reached the age of 65, Pepper observed. "The elderly of this country who want to work and are able to work deserve the opportunity to work," he declared.

"There is no evidence that on that day their ability to function productively in the economy vanishes. There is, in fact, ample evidence to support Shaw's observation that 'some are younger at 70 than most at 17'."

Catholic Bishops Offer to Mediate, Ask J. P. Stevens to Accept Union

Seven southern Catholic bishops urged J. P. Stevens & Co. to let its workers organize and to bargain in good faith in the interests of bringing an end to the bitter 14-year dispute between the big textile firm and the Clothing & Textile Workers.

"The Catholic Church has long supported the right of workers to organize, to form unions of their own choosing and to bargain collectively," the bishops said in a statement. "In light of this tradition, we feel compelled to make public our growing anxiety concerning the rights of workers in the plants of the J. P. Stevens & Co., and our firm conviction that the differences that now separate labor and management should be brought to swift resolution."

The bishops, who offered to mediate the dispute, stopped just short of endorsing the nationwide boycott of Stevens products begun a year ago by the Clothing & Textile Workers, but said they are sympathetic to its goal—"namely, to speed up the organization of southern textile workers for the purpose of collective bargaining."

Stevens employs 44,000 workers in 85 plants in North Carolina, South Carolina, Georgia and Virginia, 60 of them in the Carolinas.

Signing the statement were Archbishop Thomas Donnellan of Atlanta; Bishop Michael Begley, Charlotte, N.C.; Bishop F. Joseph Gossman, Raleigh, N.C.; Bishop Raymond W. Lessard, Savannah, Ga.; Bishop Walter F. Sullivan, Richmond; Bishop Ernest L. Unterkoefler, Charleston, S.C., and Auxiliary Bishop George E. Lynch, Raleigh.

The statement results from over nine months of factfinding efforts by the bishops who met with both company executives and union officials as well as with third parties. While the bishops have not decided on their next move if their offer of mediation is rejected, Bishop Gossman said "it is certainly a possibility that the bishops would endorse the boycott if Stevens declines the offer."

Meanwhile, the National Labor Relations Board scheduled a hearing July 11 in Montgomery, Ala., on union charges that the giant firm has engaged in "a massive, multistate campaign to deny its employees their rights."

The complaint calls for an order that would require the company to bargain "upon request" at any of its 85 plants where ACTWU has been certified or has a proven "majority status" among employees. The union filed its charges in behalf of workers whom it represents at Stevens's West Boylston, Ala., plant. The complaint was issued by NLRB's regional office in New Orleans.

ACTWU President Murray H. Finley said that some 65 workers came forward to give evidence in the case that they and others at the West Boylston plant "have been, and are to this day, being subjected to the same coercion, intimidation and discrimination Stevens has been victimizing employees with for years."

Bradshaw Retires From Plumbers Post

Eugene W. Bradshaw has retired as assistant president of the Plumbers & Pipe Fitters, union President Martin J. Ward announced.

Bradshaw, 65, was formerly director of organization. He was elected assistant president in 1971 and re-elected to a five year term last year.

The union's executive board elected Marvin J. Boede, an international representative, to Bradshaw's unexpired term.

Political Curbs Eased:

House Approves Bill To Modify Hatch Act

(Continued from Page 1)

concerned about one amendment that would have lifted restrictions only for local and state elections, keeping political handcuffs on federal workers for congressional and presidential elections. But that crippling amendment was soundly beaten, and passage of the bill seemed imminent.

Then, the House came to an amendment by Rep. John Ashbrook, an ultra-conservative Republican from Ohio whose proposal was described as prohibiting political coercion by unions. Without time to explore the fine print, the House approved it by a 229-168 vote.

But a closer reading revealed that the amendment went beyond concern with coercion and was at least open to an interpretation that would put government unions under a sweeping ban that would embrace even voter registration campaigns and distribution of voting records.

The bill's sponsor, Rep. William Clay (D-Mo.), then asked the House leadership to put off further action on the bill so that the damage done by the Ashbrook amendment could be assessed. The strategy, with which the unions involved concurred, proved effective.

Clay drafted a modifying amendment which made clear that unions of federal and postal workers would have exactly the same rights and be under the same restrictions as unions in the private sector.

The entire labor movement then pitched in to make sure that House members understood the Ashbrook amendment and the Clay modifications before the bill was brought back to the floor.

Legislative representatives of the AFL-CIO, the Public Employee Dept., the various unions in the postal and federal fields covered each congressional office. They were joined by representatives from industrial, craft, service and professional unions. The Leadership Conference on Civil Rights helped, the machinery of the AFL-CIO's task force on labor law reform was brought into play.

When the House resumed consideration of the bill on June 7, Majority Leader Jim Wright (Tex.) took the floor to urge adoption of the Clay motion and to stress that the original Ashbrook amendment would make illegal "newsletters, passing out voting records and all kinds of voter education programs" of government unions.

The Clay amendment was adopted, 266-139.

The House did agree to a slight expansion of the list of "sensitive" jobs whose occupants would still be barred from active political participation. But the major attempts to curtail the bill were beaten.

Among the amendments defeated was an attempt to allow full political freedom only to postal workers, maintaining restrictions on other government workers. The postal unions made clear their strong opposition to this attempt to split the bill's supporters.

Despite the many new faces in Congress, the vote was almost identical to last year's attempt to override Ford's veto.

In the 1976 veto override that fell 26 short of the needed two-thirds, 221 Democrats and 22 Republicans voted for Hatch Act reform while 47 Democrats and 113 Republicans were opposed.

This year, the reform bill was supported by 222 Democrats and 22 Republicans. Opposed were 47 Democrats and 117 Republicans.

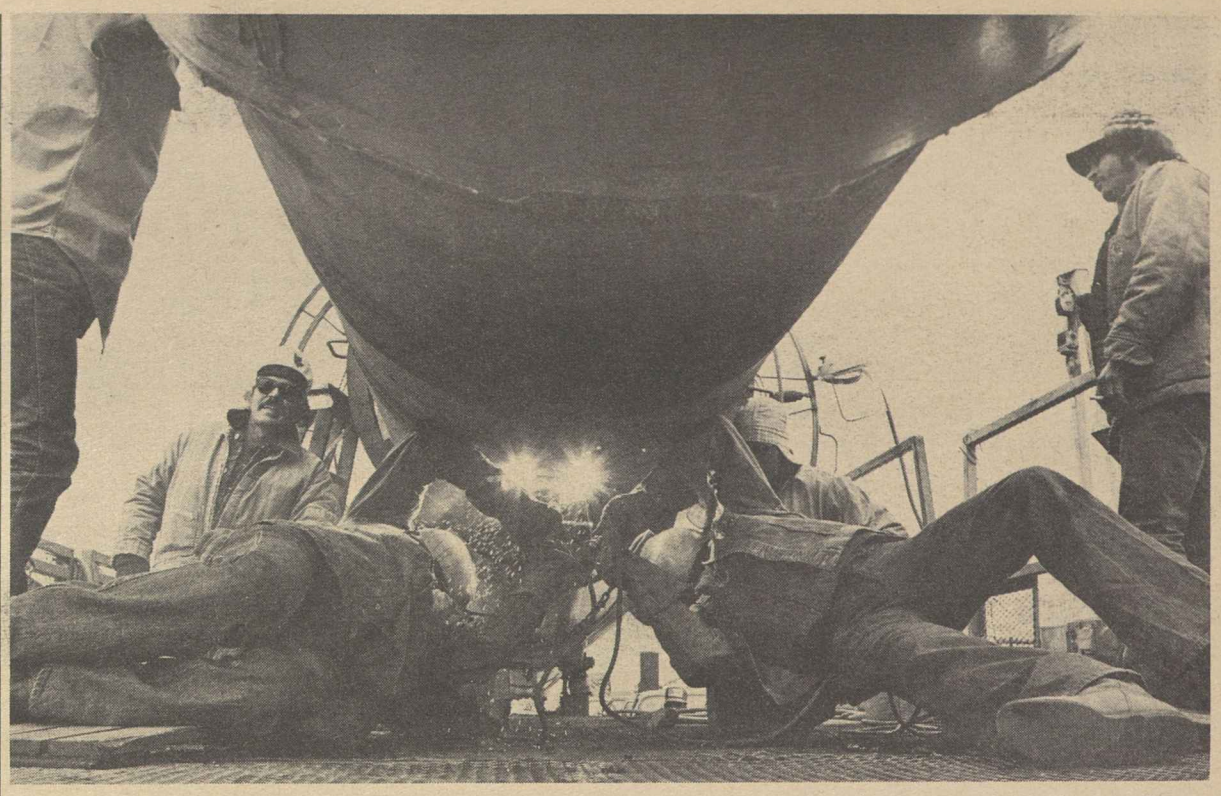
The Senate last year approved the Hatch Act amendments by a 47-32 margin, with five Republicans voting for the bill and six Democrats against.

Biemiller said the AFL-CIO hopes to overcome the filibuster threat this year with "an intensive education and information program to counter the myths and falsehoods about Hatch Act reform with the facts."

He said the big House majority in the face of "deliberate attempts" by opponents to distort the issues should encourage the Senate to act. The bill is still awaiting committee approval there.

If a filibuster is mounted, it will take 60 votes to limit debate.

Public Employee Dept. President William H. McClennan said the bounceback vote on the Ashbrook amendment issue indicated that labor can develop a grassroots campaign to overcome right-wing propaganda. A similar effort will be needed in the Senate, he stressed.



UNION PIPEFITTERS from Tulsa, Okla., complete the final weld on the trans-Alaska pipeline. Making the weld were six members of Plumbers & Pipefitters Local 798 who had worked on the project throughout its construction. The Alyeska Pipeline & Service Co. said the weld, made about 100 miles south of Prudhoe Bay, completed the project, and that oil is expected to flow south beginning in midsummer.

Labor Secretary Gives Support To Humphrey-Hawkins Jobs Bill

Labor Sec. Ray Marshall told a meeting cosponsored by the National Urban League and the National Council of Churches that he supports the Humphrey-Hawkins full employment bill "and I am arguing for it within the Administration.'

Marshall, who had been introduced to the conference as a longtime friend of working people, the poor and minorities, made his remarks after winding up an address to some 200 delegates attending the Washington meeting. The conference was held to rally renewed support for measures to achieve a full employment economy.

Called back to the podium by delegates uncertain over the Carter Administration's priorities, Marshall declared that he is directing his efforts at reducing unemployment to as low a level as possible.

Noting that the Humphrey-Hawkins bill is being debated within the Administration, Marshall emphasized his belief in the concept of a full-employment economy as he fielded a series of questions on the President's economic program, on what a delegate called "coercive aspects" of jobs for welfare recipients, and other issues.

Jacob Clayman, secretary-treasurer of the AFL-CIO Industrial Union Dept., called on the delegates to support nationwide rallies during Labor Day week in support of full employment legislation.

The National Committee for Full Employment is organizing grassroots coalitions in major cities to mobilize popular support the week of Sept. 4-10 for the Full Employment and Balanced Growth Act. The committee will invite President Carter and congressional leaders to a national event in Washington, Clayman reported.

"Our government needs to be pushed and urged and shoved," he declared. "Something like Humphrey-Hawkins will not come to pass unless there is support from the people."

Clayman scored "those who play the political game of doing little or nothing" about the mass of unemployed because they figure the 90 percent of the workforce with jobs are with them. "We must turn it around," he said.

Just as America learned it "could not live half slave and half free, we cann ot long endure living part employed and part unemployed," Clayman said.

Rep. John Conyers (D-Mich.) lashed Carter's economic policies and priorities, declaring that the President's goal of balancing the budget in fiscal 1981 "clearly entails sacrificing the goal of full employment."

The Detroit congressman criticized the Administration's approach as piecemeal, hit-or-miss planning, adding: "There is no comprehensive integrated plan for dealing with unemployment in this country."

He charged that the federal government limits itself to attempts to influence unemployment levels, inflation rates and economic growth with obsolete techniques while a few hundred multinational corporations control 60 percent of the nation's resources.

He said the Administration's proposals to put welfare mothers to work are "absurdly unrealistic" because they are concentrated in "stagnant" northern cities while industry and job growth have been shifting to the Sunbelt states.

Court Hits R-T-W Fund But Rules Law Invalid

A federal judge ruled that the legal arm of the National Right to Work Committee violated the law by financing suits brought by workers against their unions.

But District Judge Charles R. Richey said the section of the Landrum-Griffin Act that the open-shop organization violated is unconstitutional.

The provision of the law he refused to enforce declares that "no interested employer or employer association shall directly or indirectly finance, encourage, or participate in, except as a party," any court action brought by a member against his union.

He agreed that the right-to-work group is an "interested employer association" that also had "acted as a conduit for interested employers . . . to fund union members in litigation against their labor organizations," in effect a front for anti-union employers, as labor had charged.

Further, the right-to-work group "steadfastly disobeyed the orders of this court" on disclosure of contributors. But the law violated is "unenforceable," he said, because it infringes on the First Amendment rights of the organization and employers to have full access to the courts.

The case originated four years ago when 10 unions challenged the involvement of the National Right to Work Committe's Legal Defense & Education Foundation in a series of harassment suits against unions. The AFL-CIO subsequently joined the unions as a part in the court action.

Ironically, the ruling of unconstitutionality came after the unions had won a time-consuming series of preliminary rounds.

First, to establish that contributions from employers were in fact a major source of the right-to-work group's funds, they sought a list of contributors. The committee refused to comply, even though the disclosure request was trimmed to cover a sampling of contributors. A federal appellate court in 1975 upheld the disclosure order and the Supreme Court refused to consider a further appeal.

But after finding the work foundation guilty of "continued and willful disregard of the court's order," Judge Richey dismissed the case on constitutional grounds. He also reversed a ruling he had made back in 1973 and said that in any event unions or other private parties couldn't bring a direct enforcement action under the law. Only the Secretary of Labor could do so, he contended, but a suit could be brought against the Secretary if he failed to enforce the law.

Attorneys for the unions are considering an appeal. The unions that joined in the case are the Auto Workers; Machinists; State, County & Municipal Employees; Teachers; Farm Workers; Laborers; Television & Radio Artists; Sheet Metal Workers; Communications Workers, and Oil, Chemical & Atomic Workers.

NLRB Upholds Order On Multiplant Contract

The National Labor Relations Board upheld a ruling of an administrative law judge that the White-Westinghouse subsidiary of White Consolidated Industries Corp. was guilty of an unfair labor practice when it refused to bargain with the Electrical, Radio & Machine Workers on a multiplant basis.

The IUE ended a three-month strike against the firm last October when the company finally agreed to a new national contract, but the union warned that the issue of multiplant bargaining "remained . . . a ticking time bomb, threatening the strength of the union."

White-Westinghouse acquired five appliance plants from the Westinghouse Corp. in 1975, agreeing to abide by the national contract IUE had previously negotiated in behalf of some 3,200 workers. The union had bargained with Westinghouse on a national level since 1950.

In March 1976, as talks on a new contract were imminent, White-Westinghouse told the union it had no intention of bargaining on a national basis but instead would negotiate on a plant-by-plant basis. The plant locations are in Mansfield, Newark, and Columbus, Ohio; Edison, N.J., and Miami-Ft. Lauderdale, Fla.

Last January, NLRB Judge Robert A. Giannasi found that "the evidence, the national agreement, bargaining history and the reality of the bargaining relationship show that the parties had merged the single plant units into a national multiplant unit." Giannasi ruled that White-Westinghouse was the successor employer and the employees at the five plants constituted the successor unit.

The company has filed a notice of appeal of the NLRB's decision in the Sixth Circuit.

The Right-Wing Gang

THE SAME GANG that claims credit for ambushing situs picketing has decided to stay in business to try to cut off labor's other legislative goals at the pass.

During the House fight on situs, a cadre of employers, trade associations and rightist interest groups put together the National Action Committee to Fight Legalization of Secondary Boycotts. The name has now been shortened to National Action Committee, but its list of participants has been lengthened.

At a recent meeting in Washington, more than 200 persons turned up, representing 110 corporations, trade associations and interest groups. They agreed to continue to operate as NAC at least for the duration of the 95th Congress.

They agreed, too, on a primary objective: To block the labor movement's major legislative goals.

Beyond the immediate war on labor's goals in Congress, the National Action Committee looks down the road to 1978 elections and is carving out a political action role for itself. It intends to try to defeat incumbents friendly to labor.

The NAC thus joins an already crowded field of hard-core anti-union groups, but with two million bucks start-up money and the prestige of large corporations and their trade associations it ranks as a major force.

It may or may not work directly with others of like mind—the Right to Work Committee, Committee for the Survival of a Free Congress, National Conservative Political Action Committee, and others—but it certainly adds to their potential collective impact.

MEANWHILE, THE OTHERS are still firing away, some organized for general attacks on labor and its legislative goals, others focusing on one issue. An Emergency Coalition to Save Free Elections was organized earlier this year to fight against election law changes, notably public financing of congressional elections and on-site registration at the polls election day, both backed by the AFL-CIO.

Similarly, the Coalition for Open Politics—uniting some rightist and fairly left individuals and groups. It's headed by David Keene, a one-time staffer for Ronald Reagan, assistant to ultra-conservative former Sen. James Buckley (R-N.Y.), and aide to ex-VP Spiro Agnew. He has a long list of right-wing credits.

There is a new newsletter on the scene, Report on Union Political Activities, edited by Douglas Caddy and designed as a regularly issued alarm to rightists to get cracking against the "labor barons."

Caddy, author of an "expose" on labor in politics, is a graduate of Youth for Goldwater and Young Americans for Freedom, and is associated with the legal defense arm of the Right to Work Committee. He and E. Howard Hunt of Watergate break-in fame jointly started the New Majority Book Club, and Caddy was, briefly, Hunt's lawyer after the break-in.

Also new to the scene is "The Right Report," put out by Richard Viguerie who has developed highly sophisticated and lucrative mailing lists for many right-wing groups and is emerging as a genuine power on the right.

—From Memo from COPE, June 6, 1977.

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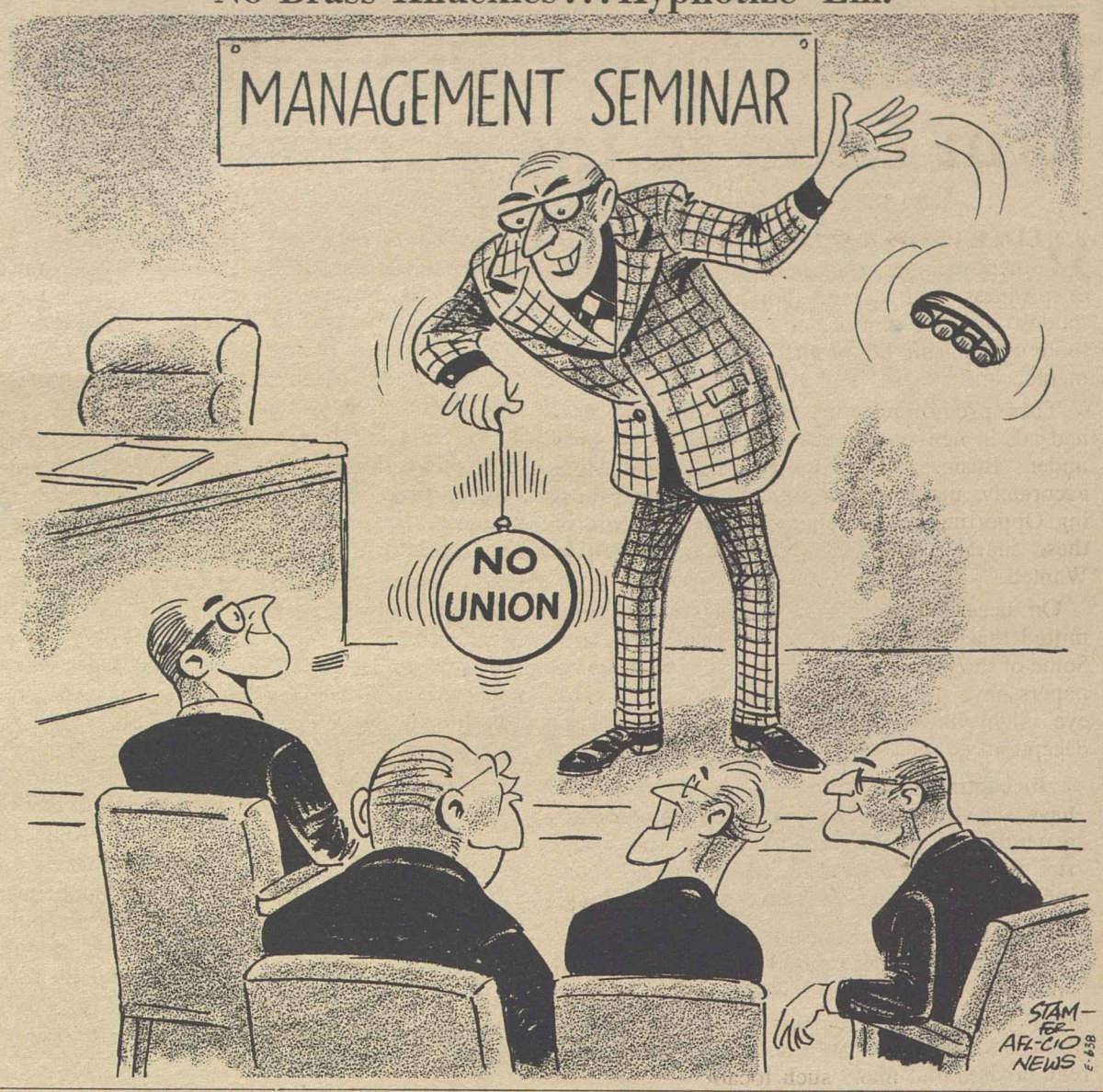

Prophecy Vindicated:

Social Security Pioneers Saw Need for Federal Contribution

By Gus Tyler

FORTY YEARS AGO, J. Douglas Brown made a prophecy. It turned out to be exactly right. When he made the forecast, he told us what to do to meet the inevitable problem and he told us when to do it.

We paid no attention to the prophet. When his prophecy came true, we were shocked to find that this calamity came to pass. Instead of taking his advice, many of us are upset with the advice he offered us, in timely fashion, almost a half-century ago.

Nobody is more surprised than Brown himself to find that people are so upset about what was perfectly apparent many years ago and that people are so loath to do what is necessary and proper at this belated hour.

The story begins in 1938 when Brown headed the Social Security Advisory Council. The body made a thorough study of our social security system and reached the conclusion that by 1962 it would be necessary and advisable for the federal government to become a partner in the fund by contributing monies out of the general treasury.

The reason was obvious. To use the words of Brown: "Government contributions would be needed by 1962 to offset the accrued liability assumed by the system in the early years in lifting millions of our people from old-age needs-test relief fully financed from general taxes."

The planners of this program foresaw the time when such Treasury contributions would be necessary. They said so way back in the 1930s. Indeed, it was clearly part of the plan to have the government join labor and management as the third leg in the social security support system.

The social security system actually saved money for Uncle Sam. Without social security, the needy oldsters would have been the charges of the government, supported totally with Treasury funds.

The Social Security Advisory Council report of 1938, however, went beyond that rationale to explain the social ethics favoring a general treasury contribution:

"1—Since the nation as a whole, independent of the beneficiaries of the system, will derive a benefit from the old-age security program, it is appropriate that there be federal financial participation in the old-age insurance system by means of revenues derived from sources other than payroll taxes.

"2—The principle of distributing the eventual cost of the old-age insurance system by means of approximately equal contributions by employers, employees and the government is sound and should be definitely set forth in the law when tax provisions are amended."

That report told us 40 years ago what was needed, proper and possible. That report was not the opinion of some professional pontificator without a sense of reality.

Among the signers, as Brown points out in a recent letter to the New York Times, were the "chairmen or presidents of United States Steel, General Electric, Curtis Publishing, Provident Mutual Life Insurance and the Bowery Savings Bank and the treasurer of Eastman Kodak," as well as representatives of the National Association of Manufacturers, the Chamber of Commerce, and the AFL and CIO.

Came 1962 and we blithely went our way as if the report had never been issued. Now we are in a hole—as predicted.

We can still crawl out of that hole. All we have to do is re-read the advice given us 40 years ago and do as we should have done 15 years ago. That would be one way to honor a prophet—as well as to honor our fathers and mothers.

The Interests Of Unions

Unions are first and foremost special interest organizations.

Yes, we are a people's lobby. Yes, we are a consumer organization. Yes, we are a fraternal organization, a community organization, an educational organization.

But in our collective bargaining relationships we are special interest organizations—so we bargain to improve the quality of working life of our members. That's what we've been about for a hundred years — higher wages, decent and safe conditions, consideration of our need to care for our families, of our need for respect and decent treatment.

—Thomas R. Donahue, executive assistant to AFL-CIO President George Meany, at conference on public sector productivity and quality of working life, May 26, 1977.

How to Buy:

'Get Rich Quick' Promotions Can Lead to the Poorhouse

By Sidney Margolius

OLDER PEOPLE SEEKING to eke out retirement incomes, youngsters looking for a trade or business, and workers hoping to supplement modest incomes are the constant target of promoters promising big profits from dubious investments.

These promotions often are advertised in classified ads in newspapers and magazines, sometimes under "Business Opportunities" headings. More accurately, many should be called "Money-Losing Opportunities." Even more cruelly, some of these snares are listed under "Jobs" or "Help Wanted."

On occasion publishers themselves have admitted that they don't screen such classified ads. Some of the most respectable and wealthiest newspapers have published them even when a careful eye might have detected the signs of potential deception.

In contrast, the nation's local labor papers have set strict standards by rejecting recently a number of questionable ads which are being run in many commercial publications. These incidents can serve as warnings against dubious promotions.

One promoter was refused space in the union papers for ads seeking investments in postage stamp dispensers. The advertiser claimed his firm would find locations. But the Better Business Bureau advises that many such locations in the past produced few sales. Eventually stores that initially allowed installation would have the machine removed and the investment would prove practically worthless.

Another would-be advertiser whose request for space was refused by the labor press does advertise widely in commercial newspapers and magazines. Readers are invited to send for information about how their inventions could be promoted and made profitable.

But the Better Business Bureau reported that the firm in question was being sued by the New York and California attorneys general and was cited by the Federal Trade Commission for nonperformance of services for which it was collecting substantial sums. The company required a payment of hundreds of dollars to have inventions promoted. Complainants stated they did not deliver the advertised services.

A so-called "research" organization sought to advertise in 100 labor publications that readers could earn substantial sums for their opinions on products sent for evaluation. Again, a check with the Better Business Bureau found that the firm gave practically nothing for the money received. The advertising was refused. A few months later the firm was indicted for fraudulent soliciting of funds. Soon after it petitioned for bankruptcy.

Various government agencies themselves are having to run hard to keep up with "opportunity" promotions. In reporting an increase in consumer losses from mail deception, the postal authorities commented that the promotions are getting more sophisticated while the public is not, which makes the public more susceptible.

Recently a number of earthworm investment promotions became the target of legal complaints. Young people especially may be lured by the prospect that for a few hundred dollars they can be "ranchers."

California law officials rode out after one promoter, charging that the Circle "O" Worm Ranches, Inc., of Nevada, misrepresented the potential demand and profits. Prospective investors were led to believe that the number of worms in a bin bought for $475 would double every two months and could produce an income of almost $4,000 a month within a year. But, said California Atty. Gen. Evelle J. Younger, worm production depends on a variety of factors, and profits and demand are far less than was represented.

What about Pachinko? Can you supplement your income by owning a few machines? Pachinko machines are vertical pinball machines popular in Japan. But one company which sold them for $895 to $1,900 ran into legal trouble because of what authorities said were "grossly" exaggerated claims of potential income.

YOU'VE PROBABLY SEEN those magazine ads claiming you can make money selling mink bow ties, cuff links and flowers. The promoters, a New York company called Unique Ideas, Inc., ultimately were convicted of mail fraud on charges of bilking thousands of people out of over $1 million.

One of the ads claimed that the operator of the company made $35,000 in one day while ill at home, and offered to "share" a list of potential buyers for fees from $60 to $695. Now that he's been sentenced to five years in jail he ought to have time to make a lot of money.

Despite legal actions by postal and other authorities, "work at home" schemes may be the most persistent snare. The Detroit Better Business Bureau reports that in just one recent month it received over 150 inquiries asking information about such offers as envelope stuffing and addressing.

Judging from the number of mail fraud cases, another widespread trap, involving many thousands of small investors and job seekers each year, is misrepresented distributorships and franchises. Currently the products most often involved are auto parts and home cleaning items.

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Loopholes for Business:

Carter Tax Program Lacking In Needed Economic Stimulus

PRESIDENT CARTER'S 1977 tax reduction program falls far short of the economic stimulus he pledged as his first priority during last year's campaign, AFL-CIO Economist Arnold Cantor declared on Labor News Conference.

After dropping the $50 rebate, only slight relief was left for the average taxpayer, Cantor said, while the intangible drilling costs loophole for oil speculators that Congress plugged in 1976 was reopened for another year. As for job-creation—"the best way to get the economy moving"—there is little or nothing in the new law to effectively cut the persistently swollen jobless rolls, he asserted.

Cantor, who is assistant director of the AFL-CIO Dept. of Research, said that the so-called "job-promotion tax credit is really a misnomer" and is more accurately described as a $2.5 billion-a-year giveaway to businesses. Employers don't hire people for tax credits, he declared, adding that payrolls are expanded only when there is demand for the goods produced and the prospect of added profits.

"Healthy businesses which would hire new employees anyway are going to get a windfall break," but businesses that are suffering from the sluggish economy and weak demand for their products won't be able to expand their payrolls to take advantage of the job credit, he said. The end result is "a loophole that is going to help companies that don't need help," he stressed.

Cantor said that Carter was correct when, in the campaign, he charged that the U.S. tax system is "a national disgrace," but more recent statements of Administration spokesmen have raised concern that the tax reform now being planned will put stronger emphasis on corporate tax cuts than on steps to help ease the burden on average taxpayers through genuine tax reform. He said that the claim of double taxation of corporate dividends "is a slogan, a red herring."

He agreed that corporate investment is needed, but said the way to get that is with "a healthy economy—a moving economy . . . not through tax privileges, tax cuts and tax breaks."

Cantor was questioned by Michael Posner of Reuters news agency and Robert Cooney of Press Associates, Inc. The radio interview is produced weekly by the AFL-CIO as a public service.

By Press Associates, Inc.

MASS TRANSIT is emerging as the missing link in all the public debate and flurry of proposals on energy, air pollution, fuel conservation, urban congestion and revitalization of the cities.

President Carter and the Administration have virtually ignored the subject so far. There has been almost no mention of urban mass transportation in any of the messages the President sent to Congress, other than brief references to encouraging car and van "pooling" of riders to and from work.

Yet the problem of more efficient ways to get America's urban population in and out and around town is growing worse all the time.

The President has spelled out America's need to conserve gasoline. The question is what can be done to get Americans out of their automobiles and into mass transportation vehicles.

A possible solution has been proposed: "No-fare transit would produce the largest increase in transit ridership of any action that has been considered."

Who came up with that idea? The Office of Technology Assessment (OTA) of the Congress.

These are some of the things OTA says tax-supported no-fare transit would accomplish:

- Increase off-peak (outside the rush hour) ridership and therefore better utilize manpower and equipment.
- Provide the greatest benefits to those most in need of increased mobility—the young, the elderly, the poor and many of the handicapped.
- Improve service by doing away with the inconvenience of transit riders having to have exact change and also permit faster transit operation.
- Create substantial increases in frequency and coverage of transit service, including implementing the off-peak, no-fare program without requiring increases in the transit fleet.

"NO OTHER ACTION," OTA says, "could produce such large-scale results so quickly. Capital investment in rapid transit systems in the same order of magnitude ($5 billion a year) could probably produce similar ridership increases but probably not within 10 to 15 years."

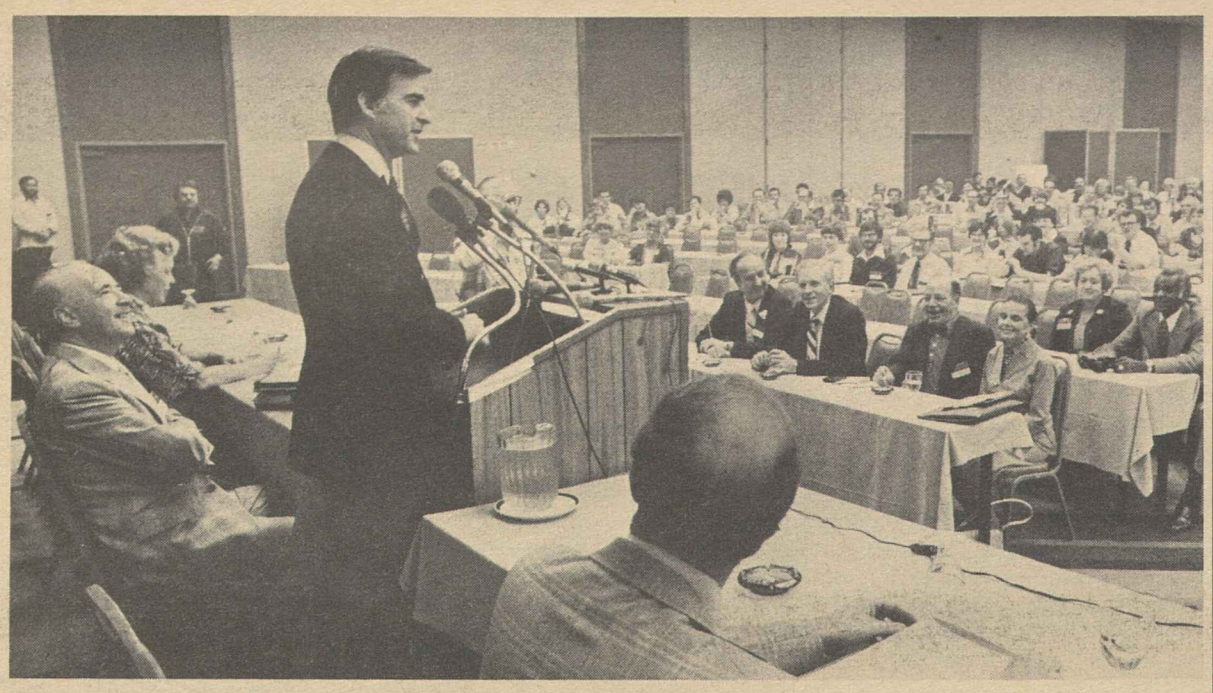
The concept of no-fare transit systems has been endorsed by organized labor and is being pushed by the Amalgamated Transit Union as the principal union in the urban mass transportation field.

"Mass transit," the union states, "must be made available where and when people need it and not merely where and when it can generate, through users charges, sufficient revenues to cover its costs. This, at least, is the theory of mass transit as an essential public service to which all of us presumably subscribe."

Carter's promotion of the idea of car and van pooling isn't going to solve the problem, in the opinion of the Transit union. When the one-round-trip-a-day pool driver doesn't make it some morning, the pool riders are going to be right back in their individual automobiles again, cursing the day they ever got involved in the pool.

If President Carter and his Secretary of Transportation really want to help solve a lot of urgent big city problems they should give some attention to the proposal for no-fare mass transportation. That's the thinking of the Transit union and a lot of other experts in the field of transportation.

LITTLE OF THE ECONOMIC STIMULUS President Carter pledged as his first priority in last year's campaign can be found in his 1977 tax reduction program, AFL-CIO Economist Arnold Cantor, center, declared on Labor News Conference. Questioning him were Michael Posner, left, of the Reuter news agency and Robert Cooney of Press Associates, Inc. The radio program is produced by the AFL-CIO as a public service.



OFFICE & PROFESSIONAL EMPLOYEES convention in Los Angeles heard Gov. Edmund G. Brown, Jr., discuss improvements in California labor law. OPEIU leaders told the 500 delegates to the convention that membership gains in the past three years have been among the most impressive since the union's formation in 1945.

Workers Elect Brown to ILO Post Over Bitter Soviet-Arab Opposition

(Continued from Page 1)

resolutions condemning member states for alleged violations of human and trade union rights without the "due process" of an impartial examination of the facts provided for under ILO constitutional procedures.

The aim of the proposal, as Brown emphasized during the assembly's initial heated debate on it, is to have the ILO return to its "basic character and basic principles." It would eliminate resolutions that stall the functioning of the ILO by diverting its attention from the "real problems affecting the masses of the world's workers," he said.

However, the recommendation of the assembly's steering committee that the proposed rule change be forwarded to the rules committee where favorable action could be hoped for did not receive the necessary majority although approved by a 133-2 vote. This was because the 219 recorded abstentions prevented the yes-no vote from reaching the required quorum of 220.

While the vote did not end all action on the rule change proposal, it raised considerable doubts that the conference would give it serious consideration.

At the very outset of the session Cyril Plant of Britain's Trades Union Congress warned the conference that a Soviet-led attempt to upset a majority decision in the workers group in electing Brown was hardly a contribution toward putting the ILO "house in order."

Pyotr Pimenov, the delegate of the Soviet so-called trade unions center, had raised no objection to Brown's nomination at the initial informal meeting of the workers.

But when the group met officially for what is normally a routine confirmation of the earlier decision, Pimenov sprang his surprise by nominating Angel Gomez of Panama, sponsor of a resolution accusing the United States of "colonialism."

Brown was elected by a comfortable two-thirds majority with only the Communists and Arabs voting against him.

Pimenov then flouted the cardinal ILO principle of the autonomy of each of the ILO's three groups by raising his objections to Brown before the full assembly in plenary session.

The conference is called upon merely to note the choice that each group makes to fill the vice president post assigned to it. Pimenov, however, went to the rostrum to castigate the majority of workers for naming Brown.

The Soviet "worker" asserted that the group's majority had ignored the "firm opposition" to Brown because he represented the trade union organization "mainly responsible" for the U.S. call for ILO reforms.

Joseph Morris, president of the Canadian Labor Congress, tore into Pimenov, accusing him of resorting to "spurious" arguments to block democratic procedures.

Speaking as chairman of the workers, Morris said that more than 60 percent of the vote cast by the group had gone to Brown in an election held according to established rules and practices. "That, according to the democratic principles of election, is a mandate to represent the group," the Canadian labor leader said.

Brown is being assisted by a strong team of advisers, including Sec.-Treas. Lane Kirkland. They have been given assignments on the committees where much of the conference's basic work is done.

The group includes President J. C. Turner of the Operating Engineers, President Martin J. Ward of the Plumbers & Pipe Fitters, President Albert Shanker of the Teachers, President Edward J. Carlough of the Sheet Metal Workers and Patrick Greathouse, vice president of the Auto Workers.

Also on the delegation are Morris Paladino and Robert D. Wholey of the Asian-American Free Labor Institute, Jesse Friedman of the American Institute for Free Labor Development, David Brombart of the African-American Labor Center, Edward Hickey, legal adviser, and Gerard P. O'Keefe of the Retail Clerks.

Michael Boggs, assistant director of the AFL-CIO Dept. of International Affairs, is Brown's alternate as U.S. worker delegate.

At a meeting of the ILO Governing Body prior to the annual conference, the worker members served notice that the United Nations agency must be prepared to expel member states that persistently violate the human and trade union rights the ILO was founded to defend.

Morris warned that the desire to make ILO membership universal "must not be an umbrella which covers permanent violations of fundamental human rights and tramples under foot trade union rights."

Morris spoke to the executive group as it examined reports from the ILO's committee on freedom of association detailing continued violations of basic rights in Chile, Uruguay and Argentina. But he noted that elsewhere on the "unhappy Latin American continent" as well as in the world at large there are similar floutings of these rights.

The time is coming when a "global evaluation" should be made by the ILO concerning the "desirability" of having persistent violators in the organization, Morris said.

Meanwhile, the committee of independent legal experts who prepare an exhaustive report for the annual conference on how governments abide by ILO labor standards expressed a similar concern over the attitude of Communist countries in particular.

In the 300-page report, the committee rebuffed the Soviet bloc indirectly by stressing that the standards for insuring the rights of workers and improving the living and working conditions are universal in character.

This means, the committee said, that in evaluating how governments abide by their pledges, the same yardstick has to be applied everywhere. Such "uniform" evaluation "must not be affected by concepts derived from any particular social or economic system," the report said.

The experts did not mention specific countries, but said there is no validity to the argument of the Communist governments that their "socialist" rule allowed them to interpret the standards to suit themselves.

The majority of the experts, 16 of 18, rejected flatly the objections of the Polish and Soviet committee members to the findings that the Communist countries did not live up to the ILO freedom of association conventions they have ratified.

The report said that in these countries the fact that only the state-approved trade union is allowed to exist is "incompatible" with the convention providing for the "right of workers to establish organizations of their own choosing."

Recording Musicians To Share $11 Million

New York—The Musicians announced that 40,000 members who play for phonograph records will share a total of $11,914,765 in royalty payments under an agreement with record manufacturers.

AFM President Hal C. Davis said the total is the largest in the 13-year history of the union's agreement with the companies.

Top 100,000 Mark:

Office Workers Cite Membership Gains

Los Angeles—The Office & Professional Employees reported a gain of over 12,000 members since its last convention three years ago, despite recession, layoffs and high unemployment.

OPEIU President Howard Coughlin, in a keynote address to the union's triennial convention here, said that average monthly membership in the fiscal year ended Feb. 28, 1977, was 98,288, a gain of 12,372 over the figures given to the 1974 convention.

Today's membership actually is higher, Coughlin said, noting that OPEIU rolls in the last six months of the fiscal year averaged 100,214. This marked the first time that membership exceeded 100,000, he said. The total included 80,351 in the United States and 19,863 in Canada.

The membership increase of 6,163 in Canada is higher than any ever achieved between conventions in OPEIU's 22-year history, a gain of 45.7 percent, Coughlin observed. The increase took place despite cutbacks in business activity, high joblessness and an anti-inflation program enacted by the Trudeau Administration over the objections of the Canadian Labor Congress, he noted.

In his address to the 500 delegates, Coughlin called for "quick and drastic reforms" of the National Labor Relations Act, the country's basic labor law. Sen. Alan Cranston (D-Calif.) also stressed the need for a major overhaul of the 42-year-old statute.

"We have lived too long with the imperfections, the delays, and the contradictions of the NLRA and its failure to quickly and fairly resolve disputes arising in the organizing and collective bargaining processes" Cranston declared. He said the prime need is to speed up all of the processes involved in the National Labor Relations Board's decision-making.

"In case after case, we see how anti-union employers take advantage of loopholes in the law to delay, delay and delay actions which the original intent of the law prescribes and expects to happen within a reasonable framework of time," he said. "The actions of the J. P. Stevens company is the most glaring case in point."

Also addressing delegates were John F. Henning, executive secretary-treasurer of the California State AFL-CIO; William R. Robertson, executive secretary of the Los Angeles County AFL-CIO; William A. Lowe, OPEIU secretary-treasurer; Robert A. Georgine, president of the AFL-CIO Building & Construction Trades Dept., and California Gov. Edmund G. Brown, Jr.

Noting that California now has a law that provides pregnancy benefits for women workers under the disability insurance system, Brown told the convention, "I think we ought to have that nationwide." Some 60 percent of OPEIU's members are women.

Brown also suggested that his state's agricultural labor relations law, adopted in 1975, might serve as a model for a national statute covering farm workers. The law provides for secret-ballot elections for California farm workers seeking to organize into unions.

"It only takes seven days in which to trigger an election, an election that could be triggered by the majority vote of the workers," Brown said. "Now something like or something close to it would cut the red tape and speed up the way the NLRB operates.

"We've proved that if you can have an election in seven days on the farm, you can certainly have it in a big office building."

Georgine noted that BCTD's 383 locals and 33 state councils recently were instructed to give special attention to women seeking careers in the building trades, and said that discrimination because of sex cannot be tolerated in the labor movement any more than racial discrimination.

"But there is one condition I want to emphasize," he said. "Measures to increase female participation in the construction industry should be based on sound and proven methods. Quotas and instant journeymen schemes are unacceptable."

Labor Backs Increase In 'Fannie Mae' Board

Legislation to put more public members on the board of directors of the Federal National Mortgage Association was endorsed by the AFL-CIO at Senate hearings.

The FNMA, often referred to as "Fannie Mae," buys and sells home mortgages from banks and other lending institutions to keep the mortgage money pipeline from periodic dry spells and to turn a profit for its shareholders.

It started as a joint government-private sector program with initial capital for mortgage purchases provided by the federal government. Since 1968, it has operated as a federally chartered private corporation with five of its 15 directors appointed by the President.

AFL-CIO Urban Affairs Director Henry B. Schechter, testifying before the Senate Banking Committee, endorsed a bill to expand the FNMA board to 19 members, of whom nine would be presidential appointees to represent the public interest.

The bill, sponsored by Committee Chairman William Proxmire (D-Wis.) and Sen. Alan Cranston (D-Calif.), is opposed by the FNMA, which contends that the shareholders in the corporation invested their funds with the expectation that decisions would "be guided by business judgment and not by political considerations."

Schechter retorted that the initial federal funding and the continued line of credit available to the agency from the Treasury put it in a different category than a conventional profit-seeking business. And Congress, he stressed, gave the Secretary of Housing & Urban Development broad regulatory authority.

"Most significantly," Schechter noted, HUD "may require that a reasonable portion of the corporation's mortgage purchases be related to the national goal of providing adequate housing for low- and moderate-income families but with reasonable economic return to the corporation."

Increased public representation on the board would help fulfill that obligation, he suggested.

ILGWU Convention Action:

Garment Union Restructures To Cope with Industry Shifts

By John R. Oravec

Hollywood, Fla.—Delegates to the Ladies' Garment Workers convention strongly endorsed the union's on-going restructuring program and approved the addition of two high leadership positions.

Keyed to the changing needs of the ILGWU membership as it is affected by the changing conditions of the garment industry, the restructuring involves the consolidation of a number of locals, district councils and regions. Changes also are being made at the international level.

"No longer are we cloakmakers, dressmakers, shirtmakers, etc.," the committee on jurisdiction told the nearly 1,000 delegates. "We are all garment workers striving together for decent wages and conditions."

Reinforcing this point, the convention called on the union's leadership to consider the development of a wage standard for all ILGWU members involved in garment production. The same resolution reaffirmed support of the restructuring effort to put the union "in a more effective position to cope with management."

Delegates elected Sol C. Chaikin to a full three-year term as president. Formerly secretary-treasurer, Chaikin has held the combined office of president-secretary-treasurer since September 1975, following the resignation of Louis Stulberg, now an honorary president.

Shelley Appleton, a vice president since 1962, was elected to the reconstituted post of secretary-treasurer. Appleton, who began his career with the ILGWU as an organizer in the 1940s, has been manager-secretary of merged Local 23-25 since 1963. He is 58.

The convention also approved the creation of a second executive vice president's office and elected Frederick R. Siems to the post. Siems, 62, has been a vice president since 1959 and is director of the ILGWU central states region based in St. Louis.

Delegates re-elected incumbent Executive Vice President Wilbur Daniels and First Vice President E. Howard Molisani to new terms. Fourteen incumbent vice presidents and eight new vice presidents were elected to the executive board.

In an appeal from the union's leadership to put the ILGWU on sound financial footing, the convention approved increases in the monthly membership dues and per capita tax.

Effective July 1, the per capita will rise from $2.75 a month to $3.25. An additional 50-cent increase will go into effect July 1, 1978.

Beginning with the initial per capita increase, the minimum monthly dues will rise from $5 to $6. Fifty cents of the increase will remain with the ILGWU subordinate organizations—locals, district councils or regions.

In an address to the convention, AFL-CIO Sec.-Treas. Lane Kirkland warned that the trade union movement faces a difficult task in overcoming an orchestrated propaganda campaign against its efforts to reform the federal labor law and to enact vital social legislation.

The tactics used in the attacks on labor are not new or unprecedented, only more sophisticated, Kirkland said. And as in the past, editorial writers of the commercial press are siding again with labor's foes, he charged.

Editorial policies of the leading newspapers seldom change, he said. "Anything that labor is for, they are more than likely against," he said in noting the widespread opposition of the press to the situs picketing bill.

"Newspapers, after all, are valuable business properties that carefully protect their First Amendment right of free press, and regard it as superior to all other sections of the Bill of Rights, but have no concern for a worker's First Amendment, the right of free speech in the form of a picket sign."

Kirkland told the applauding delegates that "we will win a few and lose a few," but that labor will continue to press for its goals and will eventually prevail.

He said labor would continue to fight for its legislative program—a fair minimum with automatic cost-of-living increases, labor law reform, national health insurance, welfare reform, and effective national energy policy and workers' compensation improvements. All these issues were addressed in convention resolutions.

Kirkland also said that labor would continue to fight for a reasonable quota on apparel imports to achieve better stability in the American garment industry.

Labor Sec. Ray Marshall sought to assure delegates that the Carter Administration is aware of the garment import problem and is concerned with the depressed state of the clothing and textile industries.

A chief cause of the import problem is the substandard wages workers in developing countries are paid —even less than the average apparel industry rates of 32 cents an hour in Korea and 41 cents in Taiwan.

Marshall said that President Carter's support of human rights is a cornerstone of the Administration's policy.

"And a part of that commitment to human rights is a commitment to the belief that every worker in every country of the world should receive a living wage," he stressed.

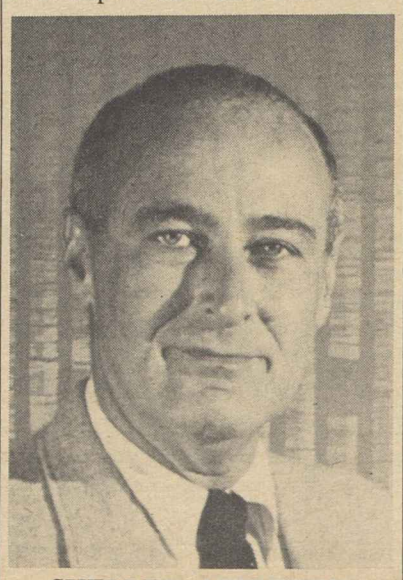
Marshall linked the problems of imports to the code word "free trade," which he said distorts the meaning of the word free. It is one of these code words like "right to work," he said.

He said the costs of "free trade" are more than just the suffering of those American citizens who can't find jobs. Added to that are costs of lost revenue, jobless benefits, food stamps, welfare and the expense of idle machinery.

President Murray H. Finley of the Clothing & Textile Workers described for delegates the common problems and common goals of the ILGWU and ACTWU. Finley also detailed ACTWU's continuing efforts to organize the workers of J. P. Stevens & Co.

The convention overwhelmingly adopted a resolution supporting labor's nationwide boycott of Stevens's textiles and consumer products.

The eight new vice presidents elected to the ILGWU executive board are Glenwood Clay, assistant director of the central states region; Sol Goldberg, director of the New York State district; Manuel Gonzalez, Local 22 manager in New York; Gerald Grossman, manager of Local 10, New York; Jay Mazur, assistant manager of Local 23-25, New York; Sam Nemaizer, general manager of New York dress joint council; Frank Longo, manager of Local 89, New York, and Irwin Solomon, director of the Philadelphia area council.



SHELLEY APPLETON

LABOR WILL NOT back down from its legislative goals of worker rights, economic justice and social programs despite widely orchestrated opposition, AFL-CIO Sec.-Treas. Lane Kirkland told the Ladies' Garment Workers convention delegates in Hollywood, Fla. ILGWU President Sol C. Chaikin is at left.

Arizona Labor Presses Campaign for Medicaid

Flagstaff, Ariz.—The Arizona AFL-CIO convention here renewed organized labor's longstanding support for Medicaid in the midst of an intrastate battle over who'll pick up the tab for what it costs beyond the federal government's share—the state or the counties.

Arizona is the only state without Medicaid. The legislature passed an enabling act in 1974, but refused to provide funding and then stalled the effective date until Aug. 15, 1977. The current legislature, which adjourned soon after the convention, repealed the enabling act but Gov. Raul H. Castro (D) vetoed its action. His veto was sustained.

Delegates declared themselves "firmly and unalterably" opposed to any effort to repeal or make inoperative the present law and pledged to use every legal means to keep it on the statute books.

Castro hailed the state's workers' advances over the years and predicted continued enlargement of their role in the state's affairs.

Fred J. Brown of Laborers Local 479, Tucson, was elected president of the state body to succeed William D. Schafer of the Communications Workers. Sec.-Treas. Darwin Aycock of the Printing & Graphic Communications Union was re-elected to an unprecedented sixth term.

The convention voted unanimous support for organized labor's nationwide boycott of J. P. Stevens products, the Croft Metals Co. of Magnolia, Miss., and Coors beer.

Backing for the Stevens boycott came after Sec.-Treas. Earl McDavid of the AFL-CIO Union Label & Service Trades Dept. showed the new film telling the story of the firm's stubborn fight against its employees.

The delegates charged that the National Labor Relations Act is not administered "neutrally" in the National Labor Relations Board's region which includes Arizona, but is done "with a pro-management bias." A resolution called upon the chairmen of the appropriate congressional committees to investigate allegations, which have been denied by NLRB Regional Director Milo Price.

Other speakers included AFL-CIO Regional Director William L. Gilbert, state COPE Director James Whitten, COPE Regional Director LaMar Gulbransen, State Atty. Gen. Bruce Babbitt and Dino DiConcini, head of Castro's administrative staff.

AFL-CIO Fills Headquarters Staff Positions

Dorothy Shields, in charge of special projects for the AFL-CIO Dept. of Education, has been assigned to the area of general education, replacing the late John A. Sessions.

Shields, a former official of Trinity College and since 1972 an AFL-CIO staff representative in the Dept. of Education, has been in charge of the federation speaker's bureau and the intern program.

In other staff appointments, Richard G. Womack, assistant director for field services for AFL-CIO Human Resources Development Institute (HRDI), has been named an assistant director of the federation's Dept. of Civil Rights.

He has served as a field coordinator for the AFL-CIO Appalachian Council and has been with HRDI in several capacities since June 1971.

Jan Ziska, press secretary to Sen. Frank Church (D-Ida.), has joined the federation's Dept. of Public Relations as a staff representative.

Ziska has had extensive experience in television and radio and as a press representative in a number of political campaigns.

Wholesale Prices Rise At More Moderate Pace

Wholesale price increases moderated in May, rising four-tenths of 1 percent or well under half the rate of increase in each of the preceding three months, the Bureau of Labor Statistics reported.

The May price increases lifted the government's wholesale price index to 195.2 percent of its 1967 base of 100. This means that commodities costing $100 ten years ago sold for $195.20 last month. The WPI now stands 7.3 percent higher than it did 12 months ago.

The largest declines over the month were in prices of farm products, which fell 2.3 percent, the sharpest drop in nine months. Coffee prices fell for the first time since November. There also were price drops for industrial commodities.

BLS Commissioner Julius Shiskin told the congressional Joint Economic Committee, however, that "these May improvements in prices should be interpreted with caution, since they represent only a one-month trend."

Industrial prices rose four-tenths of 1 percent, the smallest increase in five months. Processed foods and feeds rose 1.8 percent for the month, less than in April but about the same as in February and in March.

The May WPI rise of four-tenths of 1 percent compared with an average of 1 percent in February, March and April. Prices turned down sharply over the month for grains, eggs, green coffee, cocoa beans, tea, soybeans and live poultry. Prices for plant and animal fibers fell more in May than in April. On the other hand, prices for livestock rose more than in April.

Fuel and power prices rose rapidly for the fourth consecutive month. Prices also were up for machinery and equipment, mainly due to increases for electrical and general purpose goods. Chemicals and allied products also rose more than usual.

Pilots Elect Two To Key Offices

Pan American Capt. Lyman G. Watt was elected first vice president of the Air Line Pilots Association and Trans World Airlines Capt. Thomas Ashwood was chosen secretary at a special meeting of ALPA's executive board.

Their selection came at a May 1 meeting of the board in Arlington, Va., outside Washington. They will take office upon approval by the union's board of directors in a mail ballot ratification process.

Watt has served as ALPA secretary since Jan. 1, 1975 and as acting first vice president since Apr. 1 when Capt. Roderick Gilstrap resigned to take a management post with United Airlines. He will complete Gilstrap's unexpired term ending Dec. 31, 1978. Ashwood will fill out Watt's unexpired term as secretary through the same date.

Meany Cites True Figures:

Jobless Rate Called 'Badly Understated'

(Continued from Page 1)

unemployment rate has been below 7 percent since October 1974, when the rate was 6.7 percent. The decline of one-tenth of 1 percent from the April level, however, represented no meaningful reduction and resulted largely from rounding off figures.

The number of workers without jobs in May actually rose by 13,000 to 6,750,000 but the increase was too small to be regarded as a significant change from April. The number of people with jobs jumped 385,000 to a record 90,408,000, but the size of the labor force increased by an even larger number, 398,000, to 97,158,000.

"The rapid employment growth during the last month, at a time when there was no real change in the unemployment rate, indicates that a large number of people want jobs—many more than are officially counted as unemployed," Meany observed. "America's goal must be full employment, achieved as rapidly as possible and consistently maintained."

For a true appreciation of the dimensions of the nation's unemployment problem, Congress, the Administration and the American public need "accurate, fully revealing statistics compiled and published — and that is not now the case," Meany charged.

He urged the newly established National Commission on Employment and Unemployment Statistics to address itself to this need "without delay."

Female workers were the chief beneficiaries of offsetting movements among labor force groups last month, with the jobless rate for adult women declining to 6.6 percent from 7 percent in April. The decline was accompanied by decreases among female household heads and married women.

The unemployment rate for adult men, on the other hand, moved up from 5 to 5.3 percent, largely the result of an increase in joblessness for black men. While unemployment for blacks of both sexes and all ages climbed from 12.3 to 12.9 percent in May, the rate for blacks over 20 years rose from 8.5 to 9.9 percent and, for black teenagers, from 36.2 to 38.7 percent.

The average duration of unemployment moved up over the month from 14.3 to 14.9 weeks, while the number of hard-core unemployed—those seeking work for 15 weeks or more—edged up slightly from 1,816,000 in April to 1,836,000.

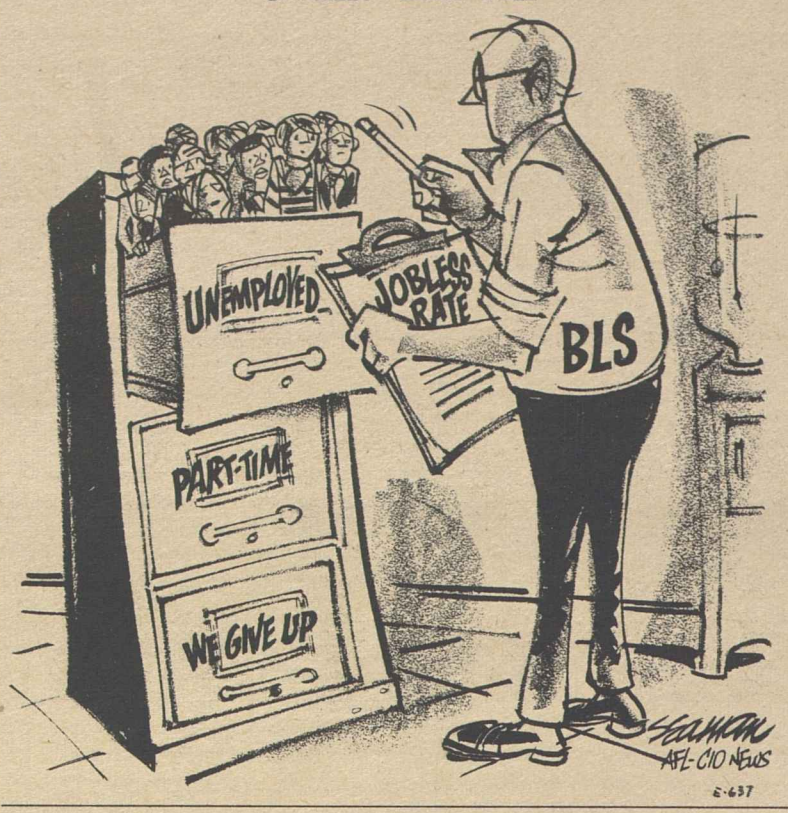
The increase in total employment was the seventh consecutive monthly rise. The percentage of Americans working or looking for work moved up to a new high of 62.2 percent, compared to 61.6 percent in May 1976.

The largest over-the-month employment gains were in manufacturing where an additional 65,000 workers were taken on. Contract construction employment rose 13,000 to 3,848,000, giving the industry an official jobless rate of 13 percent for the month.

Employment by state and local governments rose 30,000 and by a similar number in services, while smaller gains took place in the other major industry divisions.

The average workweek for production workers on nonfarm payrolls edged up from 36.2 to 36.3 hours in May. The manufacturing workweek returned to the March level of 40.4 hours after dipping to 40.2 hours in April. Factory overtime remained at the April level of 3.4 hours.

Count 'Em All



House Rebuffs Attacks On Davis-Bacon Act

(Continued from Page 1)

by President Hoover, and hardly a "New Deal scheme."

"Times have changed," Hagedorn said.

Ford retorted that perhaps it was "the Republican attitude toward working people that has changed."

Crane then expressed concern over "the plight of the non-union contractor" who, in order to bid on a Davis-Bacon construction job would have to raise the pay of his workers.

"He would soon be faced with some real problems," Crane worried. "First, dissatisfaction on the part of other employees of his who are working on private jobs and are being paid less. And second, reluctance on the part of the employees who worked the federal project to take what seems like a pay cut on the next private project."

Crane complained that the Davis-Bacon Act is unfair because it "helps attract construction workers to the unions."

But he could find only 75 other House members to agree with him.

In other congressional developments:

- Congress completed action on a one-year extension of the Comprehensive Employment & Training Act, clearing it for the President's signature. It provides the authorization to carry out the timetable for more than doubling the level of public service jobs—from 325,000 earlier this year to 600,000 by the end of this fiscal year and 725,000 in Fiscal 1978.

- The House Agriculture Committee, nearing completion of its markup of the farm and food stamp bill, rejected an amendment that would have made families of strikers ineligible for food stamps, regardless of their need.

The anti-striker amendment is expected to be proposed again on the House floor, but the 24-17 committee rejection was seen as an encouraging sign. The committee approved an anti-striker amendment last year, but its bill never reached the House floor.

- The House approved a bill creating the new Dept. of Energy that President Carter has requested. It would replace an assortment of agencies, including the Federal Power Commission, the Federal Energy Administration and the Energy Research and Development Administration.

But the House, like the Senate, refused to give the new Secretary of Energy the authority the Federal Power Commission now holds to set the wellhead price of natural gas. It would rest that power instead in a new, independent regulatory commission.

The House also voted a "sunset" provision limiting the life of the new department to five years unless Congress extends it.

- The House put aside other legislation to begin a two-week period devoted entirely to appropriations bills. One of the measures to be taken up is funding for the Labor Dept. and the Dept. of Health, Education & Welfare. In past years, this has been the vehicle for floor amendments seeking to curb job safety and health inspections.

Senate Votes Expansion of Housing Aid

(Continued from Page 1)

the Northeast and Midwest and slightly cut back assistance to relatively prosperous "Sunbelt" communities.

The Senate went even further in this direction, even though states with areas that would benefit from the change have only 32 of the 100 senators.

The Senate also adopted a labor-supported amendment designed to make it easier to identify and remedy "red-lining" — the discriminatory practice of some banks of refusing to issue mortgages or make business loans in neighborhoods that are supposed to be deteriorating. In many cases, changing racial composition has been a factor in denying loans.

The Senate bill would require federal banking agencies to evaluate whether central city banks seeking to open new branches have adequately served the areas where they are located and where their depositors live or have businesses.

Sen. Robert Morgan (D-N.C.) proposed to delete that section, contending that it is an attempt to dictate how banks invest their money. But Banking Committee Chairman William Proxmire (D-Wis.) defended the requirement, citing a study showing that banks that draw savings from inner cities have refused loans in the neighborhoods where their depositors live.

The amendment to delete the stricter curb on redlining was beaten, 40-31.

Both the Senate and House bills would raise the maximum mortgage eligible for FHA insurance from the present $45,000 limit on a single-family home to $60,000. Ceilings would also be raised in multi-family dwellings.

Limits Urged on Scope Of Sex Bias Decision

The AFL-CIO and the Auto Workers joined in urging the Supreme Court not to stretch its recent decision restricting the disability pay rights of pregnant workers to cover more blatant examples of sex discrimination.

The joint trade union brief supports a challenge to the employment practices of the Nashville Gas Co. toward its women workers who become pregnant.

As described in the brief, pregnant workers are forced to take a long, unpaid leave of absence before and after childbirth, even though they may be medically able to work during part of the period and desirous of doing so.

During this unpaid leave, they are unable to use accumulated sick leave earned by their past service. And when their leave has expired, there is no assurance of reinstatement. Job-bidding seniority rights have been lost so that workers return to lower-level or temporary jobs if any are available.

The union attorneys contend that the seniority factor in the case differentiates it from the circumstances of the General Electric Co. case, where the Supreme Court majority held that a company did not have to cover pregnancy under a disability plan that compensated workers disabled for other causes.

In the Nashville case, the brief asserts, the sick leave policy is "directly linked to the seniority question, since sick leave is itself accumulated on a seniority basis."

At issue is more than temporary disability benefits, the unions stressed, since loss of seniority is a continuing bar to promotions and imposes a continuing threat of layoffs. And when no job is available to a worker returning from pregnancy leave, the company policy amounts to firing a worker for becoming pregnant.

Further, the arbitrary management imposition of an enforced leave of absence is not a sexually "neutral" policy, the brief contends. It reflects rather an assumption that women should remain away from work because of childbirth longer than their actual time of disability.

Carter Presses Battle For Consumer Agency

President Carter denounced a business-led campaign of "misinformation" about the Agency for Consumer Advocacy bill and urged a coalition supporting the measure to "act aggressively" to set the record straight.

The consumer-oriented coalition includes unions, mayors, state attorneys general and some business leaders who dissent from the industry lobby fighting the bill.

Communications Workers President Glenn E. Watts and Dorothy Ellsworth, legislative representative of the Machinists, are among the co-chairmen of the new Committee for the Consumer Protection bill.

Esther Peterson, the President's consumer affairs adviser, told nearly 300 supporters of the agency plan that the opposition is more intense this year because "we have a President who will sign this bill when it gets to his desk."

In the last Congress, the Senate passed a consumer agency bill by a 61-28 margin after breaking a filibuster and the House passed a similar bill by a close 208-199. But in the face of President Ford's veto threat, the bills died without final action.

This year, the U.S. Chamber of Commerce, National Association of Manufacturers and Business Roundtable have launched a massive lobbying effort to kill the bill —and nearly succeeded in stifling it in the House Government Operations Committee. Even with strong Administration support, the legislation was approved by only a 22-21 vote.

House leaders want assurances that the bill can pass before scheduling it for a vote, and the consumer-oriented coalition is designed to boost support for the bill.

The extent of the Administration's commitment to a consumer agency was demonstrated by the high-level officials who joined Carter in addressing the gathering of supporters. They included Bert Lance, director of the Office of Management & Budget, Labor Sec. Ray Marshall, Health, Education & Welfare Sec. Joseph A. Califano, Jr., Under Sec. of Commerce Sidney Harman and Federal Trade Commission Chairman Michael Pertschuk.

CWA President Watts told the consumer agency backers that the labor movement has already learned how difficult it is to get progressive legislation through this Congress. He urged the cooperating organizations to demonstrate grass roots support through letters to House members "if you want this legislation passed."

Dorothy Ellsworth, also speaking for Ladies' Garment Workers Legislative Director Evelyn Dubrow who was attending her union's convention, said the labor movement is involved in the issue because its members and their families make up almost half the nation's consumers.

A consumer agency is needed to speak for the public interest before government agencies, she stressed, because "too often the industry being regulated controls the regulatory bodies."

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Chamber Guilty of Fraud On Minimum Wage Study

DIRECTING A LARGE PART of the rescue operations and recovery of victims in the dinner club fire at Southgate, Ky., that claimed 162 lives during the Memorial Day weekend was Jim A. Lanagan, center, of Iron Workers Local 44. Lanagan arrived at the holocaust shortly after the alarm was sounded and was able to advise fire fighters on structural damage to the building. Responding to his alert, firemen evacuated the structure just before the roof caved in. Lanagan was assisted in the recovery efforts by a number of union craftsmen from the Greater Cincinnati Building & Construction Trades Council.

80,000 Win New Gains In Clothing

New York — The Clothing & Textile Workers overwhelmingly approved a new 40-month contract providing substantial wage hikes and fringe benefit improvements for 80,000 workers in the men's and boys' apparel industry.

The agreement with more than 700 employers in all parts of the country, represented by the Clothing Manufacturers Association, was approved by more than 80 percent of the workers covered, ACTWU President Murray H. Finley and Sec.-Treas. Jacob Sheinkman said.

Finley and Sheinkman, who headed the union negotiating team, credited the "firm solidarity and steadfast unity of purpose among our members for the successful negotiation of an excellent contract."

The settlement provides total pay increases of $1.10 an hour, a graduated cost-of-living adjustment geared to the consumer price index, increased employer contributions to the workers' pension fund, two additional paid holidays, and other benefits.

Finley and Sheinkman noted that imports of foreign-made men's and boys' clothing are an ongoing problem and pledged that the union will "continue to press for trade regulations which will enable American workers to work without the ever-present threat of economic disaster."

Under the terms of the agreement, workers will receive an immediate raise of 30 cents an hour, followed by 30-cent hourly boosts on Jan. 30, 1978, and on Oct. 2, 1978, and a 20-cent-an-hour increase on Oct. 1, 1979. The contract expires on Sept. 30, 1980.

The cost-of-living provision calls for a 5-cent hourly raise, payable Oct. 2, 1978, for each 1 percent rise in the CPI beyond a 7.5 percent increase in the index. Other adjustments of 5.3 cents for each 1 percent CPI rise between April 1978 and April 1979 that is over a 6 percent increase in the index will be made in October 1979.

Pension fund contributions by employers will jump by 2 percent of payrolls, starting June 13, to provide for annual increases of $5 per month in basic retiree benefits beginning on Jan. 1, 1978. The increased contributions will raise pensions from the present minimum of $100 a month to $115 a month by Jan. 1, 1980.

Other contract improvements include an additional paid holiday in 1977 and another in 1980, for a total of 10; additional health insurance coverage in the areas of

(Continued on Page 3)

Meany Hits Figures on Jobs, Prices

AFL-CIO President George Meany has accused the U.S. Chamber of Commerce of using fradulent figures in testimony submitted to the House Subcommittee on Labor Standards purporting to show the economic effects of a higher minimum wage.

In a letter to Subcommittee Chairman John H. Dent (D-Pa), Meany said a document prepared by Dr. Jack Carlson, the Chamber's vice president and chief economist, "deserves to be completely ignored by the subcommittee." He enclosed an analysis of the Chamber document by AFL-CIO economists which he said "makes it clear that the Chamber is misleading the Congress."

In his presentation to the subcommittee, Carlson opposed the bill sponsored by Dent to increase the federal minimum wage to $2.85 an hour and link future increases to the average factory wage.

The Chamber official said the legislation would "eliminate over 2 million full or part-time jobs in the private sector—equivalent to 1½ million man-years," and "increase consumer prices by about 3 percent."

Carlson also broke down these overall estimates to give detailed figures by color, age and sex of workers and projections on job losses, labor cost increases and consumer price rises for each of the 50 states.

But the Chamber presentation gave no documentation for its "technical analysis" and did not describe the methodology used.

Instead, Meany noted in its estimate of job losses, the Chamber cited as a reference "the most extreme study it could find—a study

(Continued on Page 2)

House Bars Project Cuts:

Full Funding Voted For Public Works

The House adopted a $10.2 billion public works appropriations bill providing funds for 17 of 18 water-resource projects that the Carter Administration had sought to kill.

The key vote came on an amendment by Representatives Butler Derrick (D-S.C.) and Silvio Conte (R-Mass.) to delete funds for 16 of the projects and pare down expenditures for another. The House rejected the amendment 218 to 194 and went on to pass the entire public works bill, 356 to 54.

The AFL-CIO had urged support for the water projects in a letter to all House members from Legislative Director Andrew J. Biemiller. He noted that the projects would provide needed jobs not only for construction workers, but for workers who build turbines, make steel and produce cement and other building materials.

In addition, Biemiller noted, the 17 projects will yield such benefits as improved inland water transportation, power generation, flood control, water storage and irrigation and recreation. Also contained in the measure are funds to help the Tennessee Valley Authority relocate endangered species that have delayed a number of TVA projects.

Funds for the water projects amount to only about $187 million for fiscal 1978, but the Administration estimates that the total cost could eventually run to more than $2.5 billion. And Carter had hinted at a possible veto when he cited the water projects as examples of wasteful spending.

The closeness of the vote indicated that a veto might well be sustained, but White House Press Sec. Jody Powell said the Administration hoped the President would not be faced with that decision.

On the Senate side, an appropriations subcommittee made an acknowledged move to avert a veto by voting to deny funds for

(Continued on Page 8)

20.4 Million Were Jobless Last Year

Some 20.4 million workers were unemployed at one time or another during 1976, including 2.9 million who did not work at all even though they searched for employment, the Bureau of Labor Statistics reported.

The total number of persons who were unemployed for a week or longer last year was 660,000 less than in 1975 but still nearly 2 million above the level of 1974, a year when joblessness had increased sharply over previous years due to an economic recession.

Meanwhile, about 104 million Americans held jobs at some time during 1976, reflecting an increase

(Continued on Page 7)

Rightwing Dollar Pitch Banks on Hill Letters

Congressman Lawrence McDonald (D-Ga.) wants people to send him money for the Committee to Defeat the Union Bosses' Candidates, or CDUBC for short. It's a "new political action committee," he explains.

Senators Jake Garn (R-Utah) and Carl T. Curtis (R-Neb.) would like your "tax-deductible gift to the Heritage Foundation for its 1977 Fund to Stop Big Labor."

And Sen. Orrin G. Hatch (R-Utah) urges you not to forget the National Right to Work Committee, but to send it "your contribution of $500, $100, $50, $25, or whatever you can."

The solicitations, all on congressional letterheads, are indicative of the massive campaign being mounted by the extreme right wing to build a war chest in its efforts to stymie organized labor's campaign to bring justice to federal laws affecting workers.

McDonald, who is a member of the national council of the John Birch Society, writes that his CDUBC wants to raise money to help re-elect members of Congress "who stood up and voted no when the labor lobbyists came calling" and defeat those "who capitulated and obeyed their orders."

Donors—"at least a $15 contribution," McDonald asks—can become founding members of their local Congressional Evaluation

(Continued on Page 7)

Marshall Urges ILO To Stress Labor Role

Geneva—Labor Sec. Ray Marshall told the International Labor Organization conference that the United States will make every effort "to promote the conditions" for continued U.S. participation, but warned that if this "should prove impossible, we are in fact prepared to depart."

Terming the current sessions "crucial" to the future of the ILO, Marshall urged the government, worker and employer delegates from 135 nations to go along with the proposition "that the true value of the ILO lies in its positive role as a vehicle for exchanging knowledge and making progress in the social and labor field, and not in its misuse as a political tool."

The U.S. government filed in November 1975 a letter of intent to withdraw from the ILO. The letter was reaffirmed by President Carter last month, Marshall said, and withdrawal will take effect November 1977. If the ILO reaffirms the organization's essential procedures and principles "we stand ready to pursue with you those goals which the ILO is so uniquely qualified to handle," he said.

(Continued on Page 8)

AWARD OF MERIT of the Black Trade Unionists Leadership Committee is presented to AFL-CIO Education Director Walter G. Davis, center, at ceremonies in New York. He is flanked by AFL-CIO Vice President Frederick O'Neal, left, and Regional Director Michael Mann. Awards also were presented to President Murray H. Finley of the Clothing & Textile Workers, Annie B. Martin, director of the Occupational Safety & Health Care Institution, and Joseph Blackman, who recently retired as business agent of the Ladies' Garment Workers Local 22.

Meany Assails Fraud In Chamber Policy

(Continued from Page 1)

disputed by other economists and belied by the repeated studies of the impact of minimum wage increases conducted by the Dept. of Labor in both Republican and Democratic Administrations."

But the Chamber didn't leave bad enough alone. Meany pointed out that it applied the theoretical ratios of its reference study to the entire population rather than the labor force, thus producing job loss estimates more than double what even the "worst case" study would have produced.

"The Chamber has resorted to the outlandish trick of manufacturing numbers and then inflating these to produce a predetermined result," Meany charged.

As for the impact on labor costs, Meany said that "by assuming a 'ripple effect' for wages above the minimum—despite substantial evidence to the contrary in Labor Dept. studies—the Chamber has come up with statistics that were plucked from thin air."

The AFL-CIO president charged that the Chamber's inflation estimates "are equally ridiculous," more than doubling the projections of the "worst case" reference study without offering any evidence in support.

"The sum of the Chamber's analysis is a fraud," Meany declared. "Given the reputation of the Chamber's economists, it strains credulity to believe these distortions were simply statistical errors," he said. "Rather it is plain that the Chamber is deceiving the Congress and the American people by making figures lie.

"In every instance, the Chamber has ignored documented, official, historically accurate government studies and relied on 'worst case' theories and then 'embroidered' those theories."

Continued Rise Noted In Japanese TV Imports

Despite assurances from American and Japanese government officials that imports of Japanese color television sets into the United States would be rolled back, incoming shipments keep on increasing, a union-industry coalition pointed out.

The Committee to Preserve American Color Television (COMPACT) noted that according to the Electronic Industries Association of Japan, color TV exports to the United States amounted to 255,946 in April, a 15.6 percent increase over April 1976.

This represents an annual import rate of 3 million sets, some 40,000 more than in 1976, when Japanese TV imports increased 171 percent over the preceding year, COMPACT said.

On May 20, Robert S. Strauss, President Carter's special trade representative, announced that an agreement had been reached with Japan limiting color TV imports to 1,750,000 annually for the next three years.

This would represent a cutback of 40 percent from the 2,960,000 sets that came into the country from Japan in 1976.

COMPACT co-chairman Jacob Clayman and Allen W. Dawson noted that Japanese Prime Minister Fukuda had earlier termed the 1976 levels an aberration and that it was undesirable for Japan to continue the "torrential downpour" of color TV sets on the United States.

"Yet the downpour continued even while negotiations were at their peak in Tokyo, Washington and London," Clayman and Dawson said. Clayman is secretary-treasurer of the AFL-CIO Industrial Union Dept. and Dawson is executive vice president of Corning Glass Works.

The COMPACT co-chairmen noted that while Japan's color TV exports to the American market were up 29 percent in April over the preceding month, they were down in the rest of the world.

At the current rate of shipment to the U.S. market, Clayman and Dawson warned that the Japanese are likely to exceed the 1 million limit between Jan. 1-July 1, 1977, they had verbally agreed to.

If that trend continues, the remaining 70,000 American jobs in the domestic color TV industry are in jeopardy, COMPACT said.

Employer Claims Refuted:

Coalition Destroys 'Myths' On Impact of Minimum Wage

The Coalition for a Fair Minimum Wage has issued an intensive analysis of government and private economic studies that it says "disprove various myths" fostered by employers as to the effects of higher minimum wages on prices, employment and jobs for youth.

Clarence Mitchell, chairman of the coalition and head of the Leadership Conference on Civil Rights, said the findings buttress the coalition's belief that a "decent minimum wage is the key weapon in the war to eradicate poverty in America."

He said the principal beneficiaries of a higher federal wage floor "will be minorities and families headed by a woman — both of which groups earn far less than their white male counterparts."

"On every count," the coalition found, "the facts present an overwhelming argument for bringing the federal minimum wage above the poverty level and tying it to average hourly earnings in manufacturing to assure that minimum wages do not constantly fall behind wages generally."

The coalition is made up of 110 organizations representing churches, women, minorities, labor, youth and the public interest. Other leaders include AFL-CIO President George Meany, Dorothy Height, head of the National Council of Negro Women, and the Rev. Theodore M. Hesburgh, president of Notre Dame University.

The analysis found that of the 52 million workers covered by various provisions of the Fair Labor Standards Act, about 3 million are paid less than $2.35 an hour (the minimum currently is $2.30 an hour for most workers). The most recent report of the Bureau of Labor Statistics set the average factory wage at $5.52 an hour.

The coalition cited a government study in 1969-70 which found these characteristics of workers paid less than the applicable minimum wage:

- Two of five were primary wage earners in a family.
- One of two was a woman.
- One of five was black.
- Nearly half worked outside metropolitan areas and almost two-thirds worked in southern states.
- About a fourth had two or more dependents.

A more recent study shows that the proportion of minimum-wage workers who are women had risen to two out of three by 1976.

Also, the analysis notes, a 1965 survey by the BLS found that 67 percent of the women then working did so for economic reasons and not merely to earn "pin money" as some opponents of a higher minimum wage have suggested. They were their own sole support, were the heads of families, or were working to supplement the income of husbands earning under $10,000 a year, which is BLS's estimate of the amount needed for an austere minimum budget for an urban family of four.

The analysis used Census Bureau figures to reach a "conservative" estimate that in 1975 about 4 million of the 17 million full-time women workers were paid at poverty-level wages. The government-defined poverty level for a family of four that year was $5,500.

The coalition analysis derided the contention of some conservative economists that a realistic rise in the minimum wage would have inflationary "ripple" effects. It pointed out that in both 1955 and 1961, when the wage floor was increased 33 percent and 15 percent, respectively, the inflation rates for the first year under the new minimums were 1.5 percent and 1 percent, respectively.

The coalition also cited reports of both Democratic and Republican Secretaries of Labor—Willard Wirtz in 1966, George P. Schultz in 1970 and James D. Hodgson in 1972—that no significant impact on prices could be found as resulting from an increase in the minimum wage.

Other highlights of the coalition's findings:

- Indexing of the federal minimum wage to the average factory wage was first proposed in 1949 by the late Sen. Robert A. Taft (R-Ohio).
- A sub-minimum wage for youth would not generate additional jobs, but would lead to the displacement of older workers.
- A higher minimum wage is particularly important to workers of Spanish origin, whose median family income in 1971 was $4,100 less than that for all families. More than a third of Spanish-speaking families had incomes of less than $7,000 a year and a third consisted of five or more persons.

AFGE Greets Move to Limit Contracting

The decision of the Office of Management & Budget to lower the markup allowed private employers bidding on federal government contracts from 24.7 to 14 percent was greeted by the Government Employees as a positive move by the Carter Administration.

"This isn't a total victory," AFGE President Kenneth T. Blaylock said, "but it is a step in the right direction."

The union would have preferred a total moratorium on federal contracting-out of work until a one-year study of the system could be completed, Blaylock said.

The OMB rollback of the controversial 24.7 percent "load factor" is effective immediately and will continue for at least 90 days while the agency studies the problems of contracting-out.

Blaylock said that AFGE is confident that a "factual study by OMB will support our position" on contracting-out. He added that the union has been assured by the Administration of a substantial role in the study.

"That could be the most important aspect of this decision," he said.

The government's announcement was made by OMB Director Bert Lance and Les Fettig, the newly appointed director of the agency's Office of Procurement Policy.

Fettig said that OMB also has directed government agencies to forget the contracting-out quotas ordered in a memorandum issued during the closing days of the Ford Administration. He said that agencies are advised to "judiciously" use their contracting authority until the results of the OMB study are known.

Fettig said that the contracting-out system inherited by the Carter Administration was totally unworkable. The Nixon-Ford Administrations placed great emphasis on contracting-out at the expense of federal employees.

Summer Program Set At Labor Studies Center

Summer institutes on union organizing, grievance arbitration and negotiating techniques will be offered next month at the George Meany Center for Labor Studies, Silver Spring, Md. The classes are open to all full-time officers, representatives and staff members of AFL-CIO unions.

The organizing program, July 24-July 29, will deal with the mechanics of an organizing campaign, working with prospective members, developing leadership and making an organizing committee work.

The law of organizing will be reviewed from the viewpoint of the field staff representative and the class will discuss ways of countering the strategy and tactics of anti-union employers.

This institute is run with the cooperation of the AFL-CIO Dept. of Organization & Field Services. Russell Allen, deputy director of the studies center, and Harry Millstone, adjunct senior staff associate, will coordinate the program.

The grievance arbitration program, July 24-July 29, concentrates on the preparation and presentation of cases before an arbitrator. Four practicing, professional arbitrators will hear the mock cases which are videotaped. The playback is used as a basis for analysis and discussion. The arbitrator who heard the case takes charge of this session.

Participants will discuss the selection of arbitrators, the cost of arbitration and the law of arbitration. Larry Rogin, adjunct senior staff associate, is coordinating the program.

Negotiating techniques will be offered from July 31 to Aug. 5. There will be mock bargaining sessions which are videotaped to give participants a chance to review their own performance and judge their own effectiveness.

Sessions are scheduled on preparing for bargaining, membership attitudes, the costing of contract benefits. The program is coordinated by William Gillen, assistant director.

To take part in either of these institutes, write or phone Registrar, George Meany Center for Labor Studies, 10000 New Hampshire Avenue, Silver Spring, Md. 301/431-6400.

Randolph Institute Sessions:

Black Goals Linked To Labor's Struggle

Cherry Hill, N.J.—The need for a deeper involvement of the black community in the struggles of the labor movement was the central theme of the eighth annual conference of the A. Philip Randolph Institute here.

In a stirring address to the conference, Randolph himself told the 180 delegates representing chapters in 35 states that in unions "black people possess the instrumentalities for their own emancipation."

Now in retirement after decades of service to labor as head of the Sleeping Car Porters and as an AFL-CIO vice president, Randolph said that a most important civil rights development has been the growing power and organization of black workers and their ability to work on a common basis with white workers.

Labor Sec. Ray Marshall, in accepting the institute's Freedom Award, said that among Randolph's great accomplishments were his early recognition that "fundamentally racism is incompatible with unionism" and that the labor movement is "the most important hope for black workers." He urged the delegates to heed Randolph's advice that "friends can help you, but they cannot save you." He then declared, "I'm your friend, but I'll be more effective if you keep pressure on me."

In the keynote address to the conference, Norman Hill, executive director of the institute, said that by electing Jimmy Carter as President, the American people had chosen programs oriented toward the needs and aspirations of workers, the poor and minorities. It was a choice, Hill said, that "we have not forgotten and will not forget, no matter what the immediate proposals from the White House."

Hill also focused on labor's boycott of J. P. Stevens textile products, calling it "as strategically important to the black struggle today as was Montgomery in 1956 and Birmingham in 1960."

The institute's president, Bayard Rustin, urged the delegates to help promote the Stevens boycott, declaring that labor's "greatest struggle of the next ten years is the struggle to organize the South."

Thomas R. Donahue, executive assistant to AFL-CIO President George Meany, reviewed the federation's legislative program, stressing the need for a fair minimum wage and the high priority of labor law reforms, which he called "essential for a strong, dynamic labor movement which is necessary to represent the interests of ordinary workers.

"If the President isn't willing to do enough, we're going to fight for enough," Donahue declared.

COPE Director Alexander Barkan praised the role of the Randolph Institute in the 1976 election, in which it registered over 800,000 voters in minority communities across the country. "Without the help of the institute," Barkan said, "we could not have won."

Another highlight of the conference was the presentation of the first A. Philip Randolph Achievement Award to Leon Lynch, vice president for human affairs of the Steelworkers, the first black to be elected by the union to an international office.

The conference also was addressed by two international union leaders—President Harry Poole of the Meat Cutters and President-elect William Winpisinger of the Machinists.

UNION LABEL CHORUS entertained delegates during the Ladies' Garment Workers convention in Hollywood, Fla. Malcolm Dodds, composer of the "Look for the Union Label" song for the ILGWU television and radio campaign, is the director.

Office Workers Adopt Per Capita Increase

Los Angeles—Election of officers, a major constitutional change and an increase in per capita payments punctuated final sessions of the Office & Professional Employees triennial convention here.

Delegates approved a per capita increase for the general fund of 20 cents spread over the next three years—5, 5 and 10 cents—and a 10-cent boost in strike fund contributions divided over the next two years.

The constitutional change increased the OPEIU executive board from 15 to 16 members, including President Howard Coughlin, who was elected to his 10th three-year term, and Sec.-Treas. William Lowe, also re-elected.

The new provision permitted Canadian delegates to elect a vice president as well as the director of Canadian affairs. By acclamation, they chose William P. Wittal of Regina, Sask., for the Canadian vice presidency and Romeo Corbeil of Montreal—also a vice president—for the director's post. In the past, the Canadian director was appointed by the president.

Among the 14 vice presidents there are now three women on the board.

The only contested election, a three-way race for two seats to serve Region 5, was won by Kathleen Kinnick, president of San Francisco Local 3 and director of women's activities for the California AFL-CIO, and Gwen Newton, business manager of Los Angeles Local 30, who was re-elected.

Other new vice presidents are Lydia Ronchez of New Jersey and Gerald D. Iushewitz of Philadelphia. Others re-elected were John Kelley, John Cahill, Gary D. Kirkland, Harvey Markuson, J. O. Bloodworth, J. B. Moss, Fred Trotter and Billie Adams.

Among resolutions approved by the delegates were two aimed at stepping up organizing efforts in social service organizations generally and the United Way specifically.

The convention also expressed solid support for the nationwide consumer boycotts of J. P. Stevens textile products and Coors beer.

A final speaker at the convention was Director Alan Kistler of the AFL-CIO Dept. of Organization & Field Services, who reviewed labor's role in the 1976 election, calling it "the greatest political effort we have ever generated." It was undertaken, Kistler said, because "this country stood in dire need of a dramatic change in leadership and national objectives."

Maybe Ford Has A 'Better' Idea

Detroit—The chairman of the General Motors Corp. thinks today's young workers should start not at the bottom, but below the bottom.

Thomas A. Murphy, in a recent speech here, said what the nation needs "is not a higher minimum wage law, but a better one."

His idea of better is "a more flexible system" under which wages below the federal minimum would be permitted for young, unskilled workers.

Murphy himself drew $950,000 in salary and bonuses from General Motors, according to Business Week magazine. That works out to a little over $456 an hour for the year keyed to a 40-hour week.

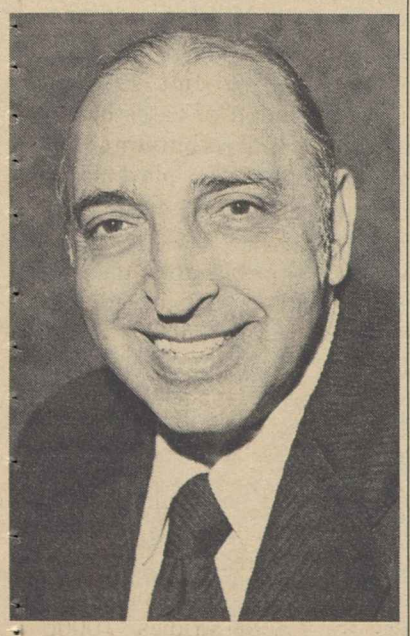
Leather Workers Elect Casale, Adopt Higher Per Cap Schedule

Miami Beach, Fla.—The 250 delegates to the Leather Goods, Plastics & Novelty Workers convention unanimously elected Frank Casale as president to succeed Benjamin Feldman, who was designated president-emeritus. Casale was formerly the union's executive vice president.

Also elected by acclamation were Sec.-Treas. Ralph Cennana, Executive Vice President Nathan Katz, Vice Presidents Domenic DeBenedetto, Domenic DiPaola, Peter Donattelo, Charles Szabo and Irving Zeichner, as well as 23 other members of the executive board.

The convention overwhelmingly approved increasing the union's per capita payment and minimum local dues, which Casale described as being "imperative for the effective functioning of our international union."

The per capita rate will rise from 46 cents to 65 cents a week, or $2.82 a month, effective July 1, with a provision for a further adjustment to 75 cents a week as of Jan. 1, 1980. But the executive board was given authority to "delay or postpone" the future increase. Local minimum monthly dues were increased from $6 to $8 effective July 1.



FRANK CASALE

Major convention speakers included AFL-CIO Vice Presidents Sol C. Chaikin, Murray H. Finley and Paul Hall.

Chaikin, president of the Ladies' Garment Workers, told delegates that they come from the same kind of labor-intensive industry that is being threatened by rising imports and serious job erosion. He urged delegates to continue fighting for an equitable U.S. trade policy "to prevent the exportation of jobs from our shores."

Picking up on the theme, Finley assailed the Carter Administration's foreign trade stance. As president of the Clothing & Textile Workers, Finley thanked the Leather Goods Workers for their suport of ACTWU in its struggle to attain justice for J. P. Stevens workers.

Hall, president of the Seafarers, took issue with the Administration's stand on the minimum wage, the problems of the maritime trades and needed economic stimulus. He warned, however, that labor must cultivate its political ties, stressing that "we will need all the support we can muster" when Congress debates the labor law reform legislation.

Key resolutions adopted by the convention called for congressional passage of a fair minimum wage, overhaul of the National Labor Relations Act, and an equitable U.S. trade policy that provides for quotas when necessary "to protect the jobs of our members." Delegates also urged that Congress give its highest priority to the Humphrey-Hawkins full employment bill.

The convention praised Carter for his efforts to improve human rights throughout the world, but expressed concern that the Administration's attitude toward Israel threatens the survival of the "only genuine democracy in the Middle East."

As Casale began his five-year term as president, he pledged to step up the union's organizing efforts, particularly in the South. He said it is essential for the union to recoup the 10,000 members it has lost as a result of the economic recession.

Clothing Pact Boosts Wages For 80,000

(Continued from Page 1)

surgery, in-hospital non-surgical physicians' visits, emergency outpatient charges, and ambulance service, and liberalized vacation requirements.

The agreement also provides for prominent display of the ACTWU label on all union-made garments.

The new contract was negotiated over a nine-week period. Finley and Sheinkman were assisted by ACTWU vice presidents from key cities.

Byrne, Howell Win Jersey, Virginia Votes

Incumbent Brendan T. Byrne in New Jersey and labor-supported Henry Howell in Virginia have won Democratic nominations for governor.

Byrne won the nomination by about 40,000 votes over Rep. Robert A. Roe, his closest opponent in a multi-candidate field. New Jersey COPE made no endorsements in the governor's race.

In Virginia, Howell will head a ticket for the November general election that includes Charles S. Robb, 37-year-old son-in-law of the late President Lyndon Johnson, for lieutenant governor, and State Delegate Edward E. Lane for attorney general. Both Robb and Lane defeated labor-endorsed candidates.

Byrne's November opponent will be Republican State Sen. Raymond H. Bateman, a runaway winner of the GOP primary. Howell's opponent will be Lt. Gov. John N. Dalton, a conservative chosen earlier by the Republican state convention.

Howell, 56, is a former lieutenant governor who has made two previous runs for governor with strong support of labor and blacks. He lost the 1969 Democratic gubernatorial primary, was elected lieutenant governor as an independent in 1971 and narrowly lost the 1973 general election, again as an independent, to current governor Mills Godwin.

A Primer for Employers

AFTER MORE THAN half a century of experience I am still shocked at how little businessmen seem to know or understand about the trade union movement. They rarely seem to realize that it is just that—a movement, a voluntary association of men and women who join together for mutual benefit, and not an army of faceless, will-less peons, who take their marching orders from "labor bosses."

The truth is that the "labor bosses" you read about don't exist. Yet I was appalled to read in U.S. News and World Report's annual survey of "Who Runs America" the observation by one of those surveyed that "George Meany has more power in many ways than the President. He can shut down industry, and his power could seriously cripple the economy."

That is absolute, utter nonsense. The AFL-CIO and its officers have no power whatever to tell anyone at all to strike or not to strike. That power is dispersed not only among our 108 affiliated unions, but among their 62,000 local unions and 150,000 separate bargaining units. No strike can be called anywhere without the specific authorization of the workers directly involved, and they can't authorize a strike against anyone but their own employers.

As for a general strike, the kind sometimes called by labor movements in other countries for political purposes, American trade unionists want no part of it. No general strike has ever been called in America and there is not even a mechanism for doing so.

The plain fact is that the American labor movement is enthusiastically committed to working within the system, to seeking changes through the legislative, political and electoral systems. We have a strong political machine in our Committee on Political Education (COPE) and we are proud of its record, but we are even prouder of its democratic character, of the fact that "bossism" plays no part in it.

It should go without saying that in no case is any union or union member bound to support a COPE-endorsed candidate. Union members hold all shades of opinions and cover the whole political spectrum, and they are subject to no coercion or "discipline" of any kind.

WE WORK HARD to uphold democratic principles because our unions cannot live or function under any other system. Corporations may be able to live under some form of dictatorship, but a trade union can no more live without democracy than a fish without water.

American workers have seen what happens to trade unionists under a Hitler, a Mussolini, a Lenin, a Franco, a Duvalier, a Castro. And that is why American workers are fundamentally and uncompromisingly opposed not only to communism but to authoritarianism of every stripe.

I don't believe most businessmen have any conception of just how deep these feelings run among American workers. If they did, they would have no fears that workers could be held under the thumbs of "labor bosses" or paternalistic employers.

—From an article by AFL-CIO President George Meany in the June 1977 issue of Management World magazine.

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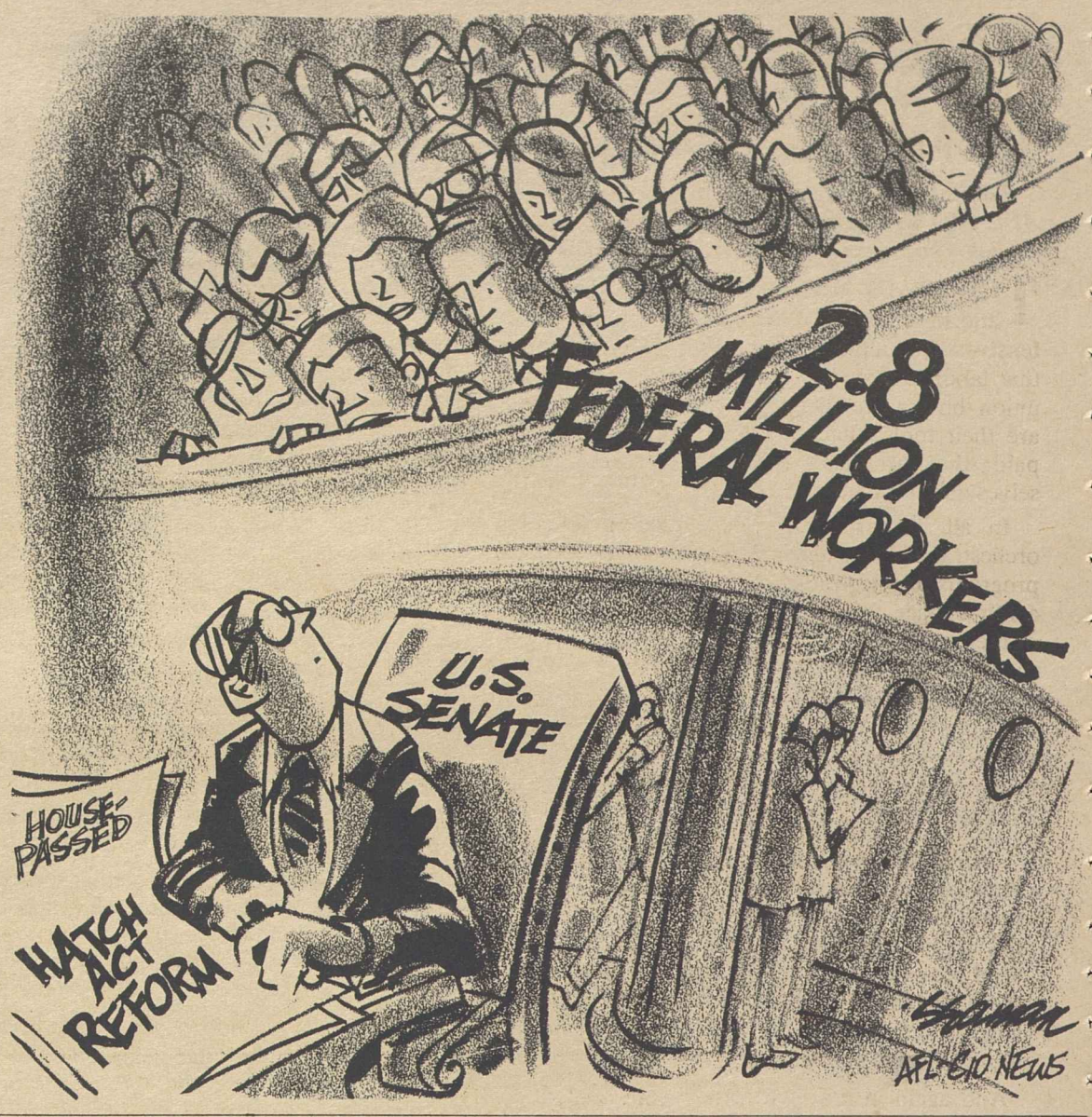


Despite 1974 Failure:

'Fed' Tries Fighting Inflation By Inflating Price of Money

By Gus Tyler

IF YOU WANT a mortgage on a home, you will have to pay more for it. If you want a loan to buy a car, you will have to pay more for it. If you want to borrow money to expand a plant, to open a small business, to carry you across a passing budget crisis in your household, you will just have to pay more for it.

All this will appear to be highly inflationary to you. But, by the logic of the Federal Reserve Board, all this is supposed to hold down prices.

The theory of the Fed is simple. It believes that there is too much money around. During the one month of April the money supply grew by almost 20 percent (19.7 percent to be exact).

The Fed believes that this explosion in the money supply is blowing prices sky-high. So, it uses its machinery to make it more difficult to get your hands on money, especially if you have to borrow the green stuff. The Fed tightens the money supply and the banks boost borrowing costs (prime rates) from 6.25 to 6.75 percent.

The Carter Administration is annoyed. We are, according to the Administration, just beginning to climb out of the hole of unemployment, with the rate falling from 8 percent to 6.9 percent. Hopefully, the jobless rate would continue to decline. But now along comes the Federal Reserve Board to tighten the money supply, to throttle the economy, to push the country back into the snake pit of economic recession.

The first man in the Administration to sound off against the action of the Fed is Carter's old friend from Georgia, the country banker who now heads the Office of Management & Budget, Bert Lance. The rise in interest rates, scolds Lance, "is not justified" in terms of the demand for more capital.

What is more, continues Lance, the move of the Fed is no way to check inflation. "We tried to control inflation through interest rates previously and it didn't work in the 1974 period. . . . It did not work in dealing with the problem of double-digit inflation."

Indeed, our experience with rising interest rates has been negative. The exorbitant rates cause unemployment and, at the same time, bring on inflation by pushing up the costs of all goods and services in the nation. High interest rates are the mother of stagflation.

And yet, there is nothing that Carter nor the Congress can do about the malignant move of the Fed. The board is independent, beyond the reach of the elected representatives of the people.

So we have one small agency, the Federal Reserve Board, that can—and does—frustrate the will of the nation. Carter and Congress cut taxes to increase buying power; but the Fed raises interest rates to decrease consumer demand. Carter and Congress pass bills to create more jobs; but the Fed makes it more difficult for companies to get funds to open or expand plants to offer more jobs.

How long, then, can our house divided against itself stand?

Worker Unity Can Beat Bias

We must never be the victim of race prejudice against anybody else. There are white brothers that we must fight for if they have problems and there are the problems of different nationalities in the country that are of interest to us because whenever any single individual is the victim of any kind of prejudice or pressure, he not only needs to fight for the solution of the problem himself but you need to help him.

We are carrying on an effective organization for the special purpose of getting black workers to recognize that they must organize themselves to meet the problem that they face, just as the white workers have done and are doing and I may say that I am gratified that black workers today are on the job fighting for their rights and they will get the support of white workers in this fight eventually. They are getting a whole lot of it now because the white worker recognizes that there cannot be complete emancipation of the white worker as long as the black workers are enslaved.

—A Philip Randolph to the national conference of the A. Philip Randolph Institute in Cherry Hill, N.J.

Kirkland Sounds Warning:

Ferocious Campaign Zeroes In On Labor's Legislative Agenda

The following is excerpted from an address by AFL-CIO Sec.-Treas. Lane Kirkland to the Ladies' Garment Workers Union convention.

THE TRADE UNION movement is the object and the target of a large-scale propaganda offensive. The attack has many familiar refrains: that labor is a narrow special interest group; that union bosses are dictators; that union members are their tools; that American workers are overpaid; that American unions have priced themselves out of the market.

In all its variations, this campaign is being orchestrated for a particular purpose: to forestall programs and legislation that would give workers a fair chance to organize themselves into unions of their own choosing, to earn a decent living, and to protect their jobs from extermination.

It seeks to manipulate public opinion against the labor movement, and to use that manufactured and contrived "public opinion" to influence the Congress to oppose legislation for the benefit of working people.

While the level of sophistication is higher than before, the tactics are not new or unprecedented. They are essentially the same tactics used in the 1920s and the 1930s. They were used in the post-war 1940s to saddle labor with the Taft-Hartley Act—the creation of a major barrier to future and subsequent self-organization of workers.

And again in the 1950s, they were used to lay the groundwork for the Landrum-Griffin Act. Today those full-page ads are blossoming once again in the daily press, which can normally be relied on to throw in extra opinion-molding services for free.

The editorial policies of the leading newspapers seldom change. Anything that labor is for, they are more than likely against. For instance, the situs picketing bill was opposed by virtually every paper in America. Newspapers, after all, are valuable business properties that carefully protect their First Amendment right of free press, and regard it as superior to all other sections of the Bill of Rights, but have no concern for a worker's First Amendment right to free speech in the form of a picket sign.

There is the charge from editorialists and corporate officers that union leaders are dictators with an army of sheep. They have two sides to that issue. One day you read that union members are subject to the whims of labor bosses, but the next day the same paper may sneer that the members ignore their officers on political endorsements, or the same paper will condemn the rejection of contract settlements by membership ratification votes.

The facts are that labor chooses its officers in more democratic elections, under more watchful government supervision than any other institution in America. Compare any local union's elections with the way companies conduct their annual stockholders' meetings, with blank proxies, little discussion or debate, and absolute management control.

The more liberal elements of the press do on occasion wring their editorial hands at the plight of the poor, the underprivileged, and the exploited, but our suggestions that better jobs and higher wages just might perhaps improve their circumstances are seldom, if ever, embraced.

Some of this attack on the labor movement is a patent fraud—a deliberate attempt at manipulation of public opinion through half-truths and lies. It is an effort to split worker and farmer, worker and consumer, worker and citizen, and to capitalize on those splits in the halls of Congress.

THE CAMPAIGN has a peculiar ferocity these days because the labor movement has a well-defined legislative program, and our opponents are trying to preserve the status quo or move it backward a bit.

When we seek a bill to correct the current imbalance in the nation's labor laws, and to make it effective in protecting the rights of workers to form their own unions, and to bargain collectively with their employer—brace yourself. The barrage of lies, smears and jeers from the right, and from the business community, will be heavy and constant.

When a minimum wage bill finally gets out of committee, a bill that will help to bring 10 million workers who now earn less than a poverty wage, many of them on welfare, out of poverty and off of welfare — beware of the onslaught.

On foreign trade, the same people have formed front committees for "free trade." The purpose is to make the American consumer believe that foreign made goods are cheaper. But, of course, the promoters of these front groups are the multinational corporations—today's pirates, free-booters who pay allegiance to no flag except the dollar.

They will deal with anyone who will guarantee them a profit, and they are eager to embrace those Communist countries who want to dump goods made with forced labor on the U.S. market and use the dollars to build up their military machines.

Pricing, Taxing Policies:

Harsh Impact Seen for Poor In Carter's Energy Program

PRICING AND TAXING policies laid out in President Carter's energy plan would be inflationary, recessionary and inequitable, AFL-CIO energy expert Frank Pollara warned.

The cost increases of gasoline and home energy that would result from the Carter plan would have a harsh impact on the already marginal living standards of the nation's poorest families, Pollara declared. He said that the equities can't be evened out by the "rebate scheme" that the Administration is talking about.

It would be impossible to devise a formula which will fairly and equitably rebate those taxes no matter how fair they try to make it, Pollara asserted. He appeared on the AFL-CIO produced public affairs radio interview, Labor News Conference.

Pollara, who is special assistant to the officers of the AFL-CIO, urged that controls on the prices of domestic oil and natural gas be continued, and that the federal government become the instrument for determining the amount and price of imported oil. "There is no free market in oil prices," he said, stressing that they are fundamentally political determinations made by the Organization of Petroleum Exporting Countries cartel, with little relationship to economic realities.

Turning to other areas of the Carter energy program, Pollara said the federation finds much it can support, such as the tough conservation measures and heavy emphasis on development of new energy sources. He said that because it has been adopted by the non-growth people and its ultimate effects are widely misunderstood, conservation has gotten a bad name that it really doesn't deserve.

As for the Administration's proposed "gas guzzler" tax, Pollara said the AFL-CIO sees this as an instrument that might well benefit foreign importers and cost Americans jobs.

"For that reason, while we recognize the necessity to cut down on gasoline consumption and support such efforts, we think this particular mechanism will probably do more harm than good," he said.

Effective conservation can be accomplished without cutting jobs or adversely affecting the quality of life, he asserted. "We believe that you can have conservation, full employment and a growing and prosperous economy," he added.

Reporters questioning Pollara were Frank Swoboda of the Baltimore Sun and Benjamin Tyree of the Bureau of National Affairs.

By Press Associates, Inc.

THERE ARE INCREASING signs that the American people are beginning to perceive their nation as moving uncertainly in no particular direction.

The unemployment rate declines by a tenth of 1 percent in May—a statistical change of no significance—and it brings headlines in the newspapers. Government leaders hail the statistic. Economists talk about a steady recovery. Business leaders express caution and repeat their call for tax breaks so they can invest in plants and equipment and ensure a "sound" recovery. And government leaders wonder anew how they can do more to restore "business confidence."

A nationwide telephone survey of registered voters conducted for Time magazine indicates that people still like President Carter but there was slippage in the number of those who think the state of the nation is good. Those who believe Carter can handle the economy sank from 33 percent in March to 25 percent in May. Those who think inflation will get worse jumped from 19 percent in March to 25 percent in May.

The Administration has offered a wide range of initiatives and they are being modified, accepted or rejected in the Congress. The impression is spreading that there is a lack of coherence and direction to the proposals, that the rewards will go to the corporations and the rich, with the sacrifices to be made by working people and the poor.

Against this background, the campaign for legislation to help achieve full employment and balanced economic growth is being revived.

When the National Council of Churches and the National Urban League sponsored a full employment conference in Washington, D.C., in early June, their theme was: "The right to a job—A fundamental human right."

LABOR SEC. MARSHALL delivered a good speech and described public service job creation and other programs under way. But the delegates were frustrated and as he was leaving the hall he was barraged with questions. He returned to the microphone and did the best he could in defending the Administration.

Marshall believes unemployment is as devastating to the individual and the family as it ever has been. But he has been outgunned by business-oriented advisers and budget-balancers. A few days later Charles Schultze, chairman of the President's Council of Economic Advisers, said that the major tax reform package now being readied could bring a net revenue loss to the federal government. Schultze told the Joint Economic Committee of Congress that the reforms are to be designed to "provide sufficient incentives for a high and growing level of business investment."

Less revenue for the federal government has long been favored by sophisticated conservatives as the most effective way to starve social programs and block new ones such as national health insurance and true welfare reform.

With millions unemployed, with plants standing idle and with so many needs unmet, the Administration should be trying to balance the economy. This is the sense of direction that the nation is now lacking.

PRICING AND TAXING policies spelled out in the Carter energy plan would be inflationary, recessionary and inequitable, AFL-CIO energy expert Frank Pollara, center, warned. Questioning him on Labor News Conference were Benjamin Tyree of the Bureau of National Affairs and Frank Swoboda, right, of the Baltimore Sun. The AFL-CIO produces the radio interview program.

Key House Votes on Hatch Act Reform

The House on June 7 amended the Hatch Act to allow government employees to be politically active.

Column I *is the 266-139 vote to correct a hastily adopted provision that would have so restricted federal worker unions that even voter registration drives would have been prohibited. Right votes (R) for the clarifying amendment of Rep. William Clay (D-Mo.) were cast by 242 Democrats and 24 Republicans. Voting wrong (W) were 26 Democrats and 113 Republicans.*

Column II *shows the 244-164 vote to pass the labor-supported bill. Voting right were 222 Democrats and 22 Republicans. The wrong votes were cast by 47 Democrats and 117 Republicans.*

ALABAMA		
1. Edwards (R)	W	W
2. Dickinson (R)	W	W
3. Nichols (D)	W	W
4. Bevill (D)	R	R
5. Flippo (D)	A	A
6. Buchanan (R)	W	W
7. Flowers (D)	R	R
ALASKA		
AL Young (R)	R	R
ARIZONA		
1. Rhodes (R)	W	W
2. Udall (D)	R	R
3. Stump (D)	W	W
4. Rudd (R)	W	W
ARKANSAS		
1. Alexander (D)	R	R
2. Tucker (D)	R	R
3. Hammerschmidt (R)	W	W
4. Thornton (D)	R	R
CALIFORNIA		
1. Johnson (D)	R	R
2. Clausen (R)	W	W
3. Moss (D)	R	R
4. Leggett (D)	R	R
5. Burton John L. (D)	R	R
6. Burton, Phillip (D)	R	R
7. Miller (D)	R	R
8. Dellums (D)	A	R
9. Stark (D)	R	R
10. Edwards (D)	R	R
11. Ryan (D)	R	R
12. McCloskey (R)	W	W
13. Mineta (D)	R	R
14. McFall (D)	R	R
15. Sisk (D)	R	W
16. Panetta (D)	R	R
17. Krebs (D)	R	R
18. Ketchum (R)	W	W
19. Lagomarsino (R)	W	W
20. Goldwater (R)	W	W
21. Corman (D)	R	A
22. Moorhead (R)	W	W
23. Beilenson (D)	R	W
24. Waxman (D)	R	R
25. Roybal (D)	R	R
26. Rousselot (R)	W	W
27. Dornan (R)	W	W
28. Burke (D)	R	R
29. Hawkins (D)	PR	PR
30. Danielson (D)	R	R
31. Wilson, C. H. (D)	R	R
32. Anderson (D)	R	R
33. Clawson (R)	W	W
34. Hannaford (D)	R	R
35. Lloyd (D)	R	W
36. Brown (D)	R	R
37. Pettis (R)	W	W
38. Patterson (D)	R	R
39. Wiggins (R)	W	W
40. Badham (R)	W	W
41. Wilson, Bob (R)	W	W
42. Van Deerlin (D)	R	R
43. Burgener (R)	W	W
COLORADO		
1. Schroeder (D)	R	R
2. Wirth (D)	R	R
3. Evans (D)	R	R
4. Johnson (R)	W	R
5. Armstrong (R)	W	W
CONNECTICUT		
1. Cotter (D)	R	R
2. Dodd (D)	R	R
3. Giaimo (D)	R	R
4. McKinney (R)	A	A
5. Sarasin (R)	W	W
6. Moffett (D)	R	R
DELAWARE		
AL Evans (R)	W	W
FLORIDA		
1. Sikes (D)	R	W
2. Fuqua (D)	R	W
3. Bennett (D)	W	W
4. Chappell (D)	W	W
5. Kelly (R)	W	W
6. Young (R)	W	W
7. Gibbons (D)	R	R
8. Ireland (D)	W	W
9. Frey (R)	PW	PW
10. Bafalis (R)	W	W
11. Rogers (D)	W	W
12. Burke (R)	W	W
13. Lehman (D)	R	R
14. Pepper (D)	R	R
15. Fascell (D)	R	R
GEORGIA		
1. Ginn (D)	R	R
2. Mathis (D)	W	R
3. Brinkley (D)	R	R
4. Levitas (D)	R	R
5. Fowler (D)	R	R
6. Flynt (D)	W	W
7. McDonald (D)	W	W
8. Evans (D)	R	R
9. Jenkins (D)	A	A
10. Barnard (D)	R	W
HAWAII		
1. Heftel (D)	R	R
2. Akaka (D)	R	R
IDAHO		
1. Symms (R)	W	W
2. Hansen (R)	W	W
ILLINOIS		
1. Metcalfe (D)	A	A
2. Murphy (D)	R	R
3. Russo (D)	R	R
4. Derwinski (R)	W	W
5. Fary (D)	R	R
6. Hyde (R)	W	W
7. Collins (D)	A	A
8. Rostenkowski (D)	R	R
9. Yates (D)	R	R
10. Mikva (D)	R	W
11. Annunzio (D)	R	R
12. Crane (R)	W	W
13. McClory (R)	W	W
14. Erlenborn (R)	W	W
15. Corcoran (R)	W	W
16. Anderson (R)	W	W
17. O'Brien (R)	W	W
18. Michel (R)	W	W
19. Railsback (R)	W	R
20. Findley (R)	W	W
21. Madigan (R)	R	W
22. Shipley (D)	R	R
23. Price (D)	R	R
24. Simon (D)	R	R
INDIANA		
1. Benjamin (D)	R	R
2. Fithian (D)	R	R
3. Brademas (D)	R	R
4. Quayle (R)	W	W
5. Hillis (R)	R	R
6. Evans (D)	R	PR
7. Myers (R)	W	W
8. Cornwell (D)	R	R
9. Hamilton (D)	R	R
10. Sharp (D)	R	R
11. Jacobs (D)	R	R
IOWA		
1. Leach (R)	W	W
2. Blouin (D)	R	R
3. Grassley (R)	W	W
4. Smith (D)	R	R
5. Harkin (D)	R	R
6. Bedell (D)	R	R
KANSAS		
1. Sebelius (R)	PW	PW
2. Keys (D)	R	R
3. Winn (R)	W	R
4. Glickman (D)	R	R
5. Skubitz (R)	R	W
KENTUCKY		
1. Hubbard (D)	R	R
2. Natcher (D)	R	R
3. Mazzoli (D)	R	R
4. Snyder (R)	W	W
5. Carter (R)	W	W
6. Breckinridge (D)	W	W
7. Perkins (D)	R	R
LOUISIANA		
1. Vacancy		
2. Boggs (D)	R	R
3. Treen (R)	W	W
4. Waggonner (D)	W	W
5. Huckaby (D)	W	R
6. Moore (R)	W	W
7. Breaux (D)	R	R
8. Long (D)	W	W
MAINE		
1. Emery (R)	W	R
2. Cohen (R)	W	W
MARYLAND		
1. Bauman (R)	W	W
2. Long (D)	R	W
3. Mikulski (D)	R	R
4. Holt (R)	W	W
5. Spellman (D)	R	R
6. Byron (D)	R	R
7. Mitchell (D)	R	R
8. Steers (R)	A	A
MASSACHUSETTS		
1. Conte (R)	R	R
2. Boland (D)	R	R
3. Early (D)	R	R
4. Drinan (D)	R	R
5. Tsongas (D)	R	R
6. Harrington (D)	R	R
7. Markey (D)	R	W
8. O'Neill (D)	Speaker	
9. Moakley (D)	R	R
10. Heckler (R)	R	W
11. Burke (D)	R	R
12. Studds (D)	R	R
MICHIGAN		
1. Conyers (D)	R	R
2. Pursell (R)	W	W
3. Brown (R)	W	W
4. Stockman (R)	W	W
5. Sawyer (R)	A	PW
6. Carr (D)	R	R
7. Kildee (D)	R	R
8. Traxler (D)	R	R
9. Vander Jagt (R)	W	W
10. Cederberg (R)	W	W
11. Ruppe (R)	R	W
12. Bonior (D)	R	R
13. Diggs (D)	R	R
14. Nedzi (D)	R	R
15. Ford (D)	R	R
16. Dingell (D)	R	R
17. Brodhead (D)	R	R
18. Blanchard (D)	R	R
19. Broomfield (R)	W	W
MINNESOTA		
1. Quie (R)	W	W
2. Hagedorn (R)	W	W
3. Frenzel (R)	W	W
4. Vento (D)	R	R
5. Fraser (D)	R	R
6. Nolan (D)	R	R
7. Stangeland (R)	W	W
8. Oberstar (D)	R	R
MISSISSIPPI		
1. Whitten (D)	W	W
2. Bowen (D)	R	R
3. Montgomery (D)	W	W
4. Cochran (R)	W	R
5. Lott (R)	W	W
MISSOURI		
1. Clay (D)	R	R
2. Young (D)	R	R
3. Gephardt (D)	R	R
4. Skelton (D)	A	R
5. Bolling (D)	R	R
6. Coleman (R)	W	W
7. Taylor (R)	W	W
8. Ichord (D)	W	W
9. Volkmer (D)	R	R
10. Burlison (D)	R	R
MONTANA		
1. Baucus (D)	R	R
2. Marlenee (R)	W	R
NEBRASKA		
1. Thone (R)	W	W
2. Cavanaugh (D)	R	R
3. Smith (R)	W	W
NEVADA		
AL Santini (D)	R	R
NEW HAMPSHIRE		
1. D'Amours (D)	R	R
2. Cleveland (R)	W	W
NEW JERSEY		
1. Florio (D)	PR	A
2. Hughes (D)	R	R
3. Howard (D)	R	R
4. Thompson (D)	PR	PR
5. Fenwick (R)	PR	W
6. Forsythe (R)	W	W
7. Maguire (D)	R	R
8. Roe (D)	A	A
9. Hollenbeck (R)	R	R
10. Rodino (D)	R	R
11. Minish (D)	R	R
12. Rinaldo (R)	R	R
13. Meyner (D)	R	R
14. LeFante (D)	R	R
15. Patten (D)	R	R
NEW MEXICO		
1. Lujan (R)	W	W
2. Runnels (D)	W	W
NEW YORK		
1. Pike (D)	R	R
2. Downey (D)	R	R
3. Ambro (D)	R	R
4. Lent (R)	R	R
5. Wydler (R)	W	W
6. Wolff (D)	R	R
7. Addabbo (D)	R	R
8. Rosenthal (D)	R	R
9. Delaney (D)	R	R
10. Biaggi (D)	R	R
11. Scheuer (D)	R	R
12. Chisholm (D)	R	R
13. Solarz (D)	R	R
14. Richmond (D)	R	R
15. Zeferetti (D)	R	R
16. Holtzman (D)	R	W
17. Murphy (D)	A	PR
18. Koch (D)	R	R
19. Rangel (D)	R	R
20. Weiss (D)	R	R
21. Badillo (D)	R	R
22. Bingham (D)	R	R
23. Caputo (R)	R	R
24. Ottinger (D)	R	R
25. Fish (R)	R	R
26. Gilman (R)	R	R
27. McHugh (D)	A	A
28. Stratton (D)	R	R
29. Pattison (D)	R	R
30. McEwen (R)	W	W
31. Mitchell (R)	R	R
32. Hanley (D)	R	R
33. Walsh (R)	R	R
34. Horton (R)	R	R
35. Conable (R)	W	W
36. LaFalce (D)	R	A
37. Nowak (D)	R	R
38. Kemp (R)	W	W
39. Lundine (D)	R	R
NORTH CAROLINA		
1. Jones (D)	R	R
2. Fountain (D)	R	W
3. Whitley (D)	R	R
4. Andrews (D)	R	R
5. Neal (D)	R	R
6. Preyer (D)	R	R
7. Rose (D)	R	R
8. Hefner (D)	R	R
9. Martin (R)	W	W
10. Broyhill (R)	W	W
11. Gudger (D)	R	R
NORTH DAKOTA		
AL Andrews (R)	W	R
OHIO		
1. Gradison (R)	W	W
2. Luken (D)	R	R
3. Whalen (R)	R	R
4. Guyer (R)	W	W
5. Latta (R)	W	W
6. Harsha (R)	W	W
7. Brown (R)	W	W
8. Kindness (R)	W	W
9. Ashley (D)	R	R
10. Miller (R)	W	W
11. Stanton (R)	R	W
12. Devine (R)	W	W
13. Pease (D)	R	R
14. Seiberling (D)	R	R
15. Wylie (R)	W	W
16. Regula (R)	R	W
17. Ashbrook (R)	PW	PW
18. Applegate (D)	R	R
19. Carney (D)	R	R
20. Oakar (D)	R	R
21. Stokes (D)	R	R
22. Vanik (D)	A	R
23. Mottl (D)	R	R
OKLAHOMA		
1. Jones (D)	R	R
2. Risenhoover (D)	R	R
3. Watkins (D)	W	W
4. Steed (D)	R	R
5. Edwards (R)	W	W
6. English (D)	W	W
OREGON		
1. AuCoin (D)	R	W
2. Ullman (D)	R	W
3. Duncan (D)	R	W
4. Weaver (D)	R	R
PENNSYLVANIA		
1. Myers, M. (D)	A	A
2. Nix (D)	R	R
3. Lederer (D)	R	R
4. Eilberg (D)	R	R
5. Schulze (R)	W	W
6. Yatron (D)	R	R
7. Edgar (D)	R	R
8. Kostmayer (D)	R	R
9. Shuster (R)	W	W
10. McDade (R)	R	R
11. Flood (D)	R	R
12. Murtha (D)	R	R
13. Coughlin (R)	W	R
14. Moorhead (D)	R	R
15. Rooney (D)	R	R
16. Walker (R)	W	W
17. Ertel (D)	R	R
18. Walgren (D)	R	R
19. Goodling (R)	PW	W
20. Gaydos (D)	R	R
21. Dent (D)	A	A
22. Murphy (D)	R	R
23. Ammerman (D)	R	R
24. Marks (R)	R	W
25. Myers, G. (R)	R	W
RHODE ISLAND		
1. St Germain (D)	R	R
2. Beard (D)	R	R
SOUTH CAROLINA		
1. Davis (D)	R	R
2. Spence (R)	W	W
3. Derrick (D)	R	R
4. Mann (D)	R	W
5. Holland (D)	R	R
6. Jenrette (D)	R	R
SOUTH DAKOTA		
1. Pressler (R)	R	W
2. Abdnor (R)	W	W
TENNESSEE		
1. Quillen (R)	W	W
2. Duncan (R)	W	W
3. Lloyd (D)	R	R
4. Gore (D)	R	R
5. Allen (D)	R	R
6. Beard (R)	W	W
7. Jones (D)	R	R
8. Ford (D)	R	R
TEXAS		
1. Hall (D)	W	W
2. Wilson (D)	R	R
3. Collins (R)	W	W
4. Roberts (D)	W	W
5. Mattox (D)	R	R
6. Teague (D)	PW	PW
7. Archer (R)	W	W
8. Eckhardt (D)	R	R
9. Brooks (D)	R	W
10. Pickle (D)	R	W
11. Poage (D)	A	A
12. Wright (D)	R	R
13. Hightower (D)	R	R
14. Young (D)	A	A
15. de la Garza (D)	R	W
16. White (D)	R	R
17. Burleson (D)	W	W
18. Jordan (D)	A	R
19. Mahon (D)	W	W
20. Gonzalez (D)	R	W
21. Krueger (D)	R	R
22. Gammage (D)	R	R
23. Kazen (D)	R	W
24. Milford (D)	W	W
UTAH		
1. McKay (D)	R	R
2. Marriott (R)	W	W
VERMONT		
AL Jeffords (R)	W	W
VIRGINIA		
1. Trible (R)	W	W
2. Whitehurst (R)	W	W
3. Satterfield (D)	W	W
4. Daniel, Robert (R)	W	W
5. Daniel, Dan (D)	W	W
6. Butler (R)	W	W
7. Robinson (R)	W	W
8. Harris (D)	R	R
9. Wampler (R)	W	W
10. Fisher (D)	R	W
WASHINGTON		
1. Pritchard (R)	R	W
2. Meeds (D)	R	R
3. Bonker (D)	R	R
4. McCormack (D)	R	R
5. Foley (D)	R	W
6. Dicks (D)	R	R
7. Cunningham (R)	W	W
WEST VIRGINIA		
1. Mollohan (D)	R	R
2. Staggers (D)	R	R
3. Slack (D)	R	W
4. Rahall (D)	R	R
WISCONSIN		
1. Aspin (D)	R	R
2. Kastenmeier (D)	R	R
3. Baldus (D)	PR	PR
4. Zablocki (D)	R	R
5. Reuss (D)	R	R
6. Steiger (R)	W	W
7. Obey (D)	R	R
8. Cornell (D)	R	R
9. Kasten (R)	W	W
WYOMING		
AL Roncalio (D)	R	R

32 Groups Join Call:

Carter Action Urged On Employment Bill

The leaders of 32 national organizations have urged President Carter to reaffirm his support of the Humphrey-Hawkins full employment bill.

In a letter to the President seeking a meeting to discuss the legislation, Sen. Hubert H. Humphrey (D-Minn.) and Rep. Augustus F. Hawkins (D-Calif.) said: "We are increasingly convinced that enactment of this measure during this session of the Congress would be beneficial to the economy, the American people, and your Administration. It would also be in accord with our party platform as adopted last year."

They stressed that their revised bill "is fully responsive to detailed suggestions from you and your advisers last year."

The bill's major provisions would make full employment the nation's top economic priority and commit the government to a planning process to achieve that goal in which the President, Congress and the Federal Reserve Board would participate.

Accompanying the letter to Carter was a resolution signed by 32 leaders of labor, civil rights and religious organizations, including AFL-CIO President George Meany, urging the President's support for prompt enactment of the Full Employment & Balanced Growth Act of 1977.

The signers of the resolution, while indicating their support of Carter's goal of a balanced federal budget, declared that "full economic restoration and a balanced budget within four years cannot be achieved with huge shortfalls in employment and production."

Further, they said, "It is indefensible to inflict the harsh burdens of unemployment upon millions of people on the discredited claim that this will protect the employed from quite as much inflation.

"Any application of the 'trade-off' is economically unsound because the empirical evidence for a quarter century reveals no provable correlation between the level of employment and the amount of inflation."

The resolution pointed out that "practically all the President's anti-inflationary proposals, and even some stronger ones, such as holding inflation to levels not higher than at the time of enactment, are in the Humphrey-Hawkins bill."

They stressed, too, that no provision of the bill conflicts with any of Carter's proposals thus far.

Labor officials signing the resolution, besides Meany, were AFL-CIO Vice President I. W. Abel, chairman of the federation's economic policy committee; President Robert Georgine of the Building & Construction Trades Dept.; Sec.-Treas. Jacob Clayman of the Industrial Union Dept.; President Cesar Chavez of the Farm Workers; President Murray Finley of the Clothing & Textile Workers, and Leonard Woodcock, retired president of the Auto Workers.

Other organizations represented among the signers were the National Farmers Union, the NAACP, National Urban League, Leadership Conference on Civil Rights, A. Philip Randolph Institute, Congressional Black Caucus, Mexican American Political Association, GI Forum, National Congress of Hispanic American Citizens, National Council of Churches, U.S. Catholic Conference, United Presbyterian Church, American Jewish Committee, and the National Council of Negro Women.

Also, the Coalition of Labor Union Women, National Women's Political Caucus, U.S. Conference of Mayors, National Education Association, National Council of Senior Citizens, National Association of Social Workers, National Federation of Settlements & Neighborhood Centers, Full Employment Action Council, and Americans for Democratic Action.

Meany Spurs Support For Iowa Beef Strike

The AFL-CIO strongly supports the Meat Cutters in their strike and consumer action campaign against products of Iowa Beef Processors, Inc., Federation President George Meany declared in a letter to all affiliated unions and state and local central bodies.

The strike, now in its fourth month, began Feb. 22 when members of Meat Cutters Local 222 struck the nation's largest beef packer at its Dakota City, Neb., plant in a contract dispute. IBP has a long history of anti-unionism and substandard wages.

Meany noted that despite its size and huge profits in recent years, Iowa Beef's basic wage rates are nearly $1 an hour less than those paid by other major meat packing companies.

"Iowa Beef's low-scale wage standards, if permitted to go unchecked, could endanger the welfare of workers everywhere," Meany asserted.

Since early spring, the Meat Cutters have engaged in an informational campaign in support of the 2,000 striking workers, distributing leaflets to consumers in localities where stores sell IBP products.

"When the union's informational pickets advise consumers that IBP products are on sale at their local stores, I urge meat shoppers to refrain from buying IBP meat, and to ask the store manager to stop selling these Iowa Beef products," Meany said.

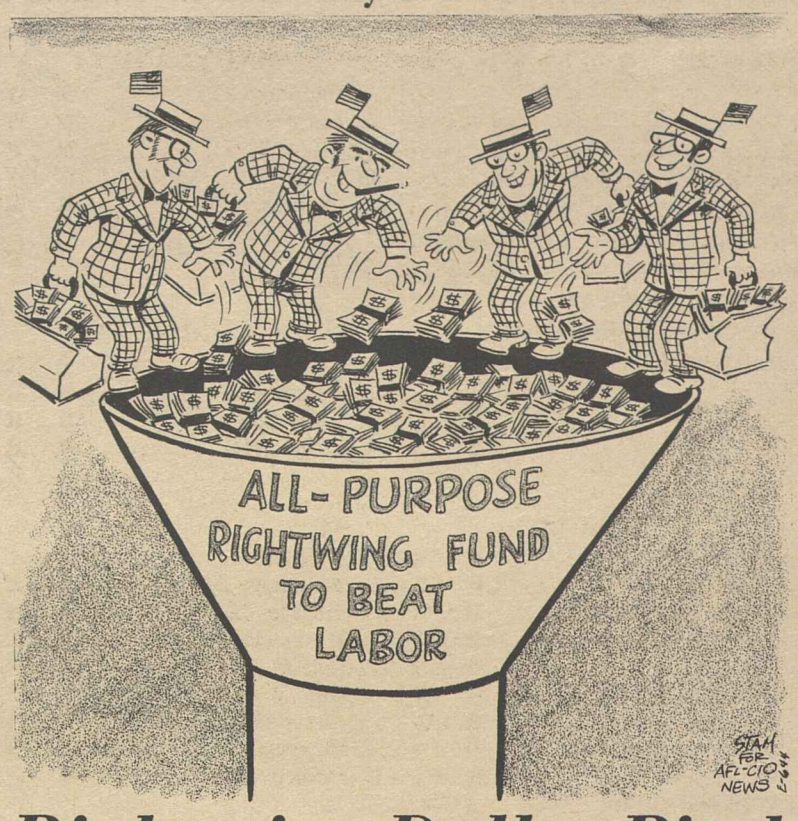
He also urged AFL-CIO affiliates to inform their members of the facts surrounding the strike and to solicit their support for the strikers in union publications.

While the strike has all but cut off production at the company's Dakota City plant, Meany said, other IBP plants continue to ship the firm's boxed beef and other meat products into the national market. IBP has three principal plants—in Dakota City, Emporia, Kan., and Amarillo, Tex.

The Dakota City workers have been without a contract since Jan. 22. The company posts annual sales over $2 billion and returns a net profit on capital investment of more than 20 percent.

The current walkout is the third major dispute in seven years that the Meat Cutters has had with Iowa Beef.

Money Funnel



Rightwing Dollar Pitch Banks on Hill Letters

(Continued from Page 1)

Board. They can send in recommendations as to which members of Congress deserve to share in the funds the Committee to Defeat the Union Bosses' Candidates hopes to raise.

McDonald paints a grim picture of the alternative. "Government of and for the people will be replaced, unless you and I take action, by rule of Union Boss edict."

But before frightened citizens send all their money to McDonald, they should consider the appeals of Senators Garn and Curtis.

Garn's letter comes in the mail first. It asks help to stop the "incredible threat" of "compulsory unionism in our armed forces."

It asks "the most generous contribution you can afford" so that the Heritage Foundation can "expose radical legislation that's being drafted right now."

It warns that "the labor lobby will try to jam through Congress bills to turn our soldiers into strikers, force working Americans to join a union and put organized labor in control of business and government."

To get the views of its contributors, it invites response to a "national opinion poll on big labor's 1977 legislative battle plan."

A typical question: "Do you believe Congress should pass a law which would require our soldiers, sailors, airmen and marines to join a labor union?"

Only those who don't contribute get the follow-up letter from Sen. Curtis. He asks them to reconsider and send money. "We desperately need the help of the Heritage Foundation in exposing the dangers to our political and economic freedom," he writes.

Sen. Hatch's letter encloses a questionnaire, too, which, he says is "part of a national survey I'm helping the National Right to Work Committee conduct." The results, he adds, will be brought "directly to the attention of all my colleagues here on Capitol Hill."

And the question posed by the junior senator from Utah shows the same disregard for facts and objectivity as those of the state's senior senator, Garn.

Hatch asks, for example:

"Are you in favor of forcing state, county and municipal employees to pay union dues to hold their jobs?

"Do you want union officials to decide how many municipal employees you, the taxpayer, must support?

"Would you vote for someone who had forced public employees to join a labor union or be fired?"

Hatch adds this urgent "P.S." to his letter: "The wheels of the union-dominated Congress are already moving. We need your questionnaire and check immediately."

Moffett Fills No. 2 Post In Mediation Service

Kenneth E. Moffett has been named deputy director of the Federal Mediation & Conciliation Service, FMCS Director Wayne L. Horvitz announced.

Moffett joined the FMCS in 1961 after leaving the staff of the Mine Workers. He has been director of the office of mediation services since 1972.

20.4 Million Were Jobless Last Year

(Continued from Page 1)

over 1975 of 3 million, mostly women, BLS said. The increase was the second largest year-to-year increase in two decades, exceeded only by the rise in 1973.

The BLS report is based on an annual survey of the work experience of the population during the preceding calendar year. The survey is conducted each March by the Census Bureau for BLS.

Women accounted for about three-fifths of the 3 million increase in the number of persons with jobs last year.

"While most of the increase in female employment was for part of the year or part-time, women also posted a 640,000 increase in the number working full time the year-round, 18.4 million," BLS said. "Altogether, 52 percent of all women workers were employed year-round, including 41 percent who worked year- round full-time.

As in previous years, the proportion of black men who worked all or part of 1976 was much lower than white men, 72 versus 92 percent. But the proportion of black women who worked last year was about the same as white women, 53 versus 55 percent.

Of the 20.4 million who were jobless at some time during 1976, about 8.6 million, or 42 percent, were unemployed for 15 or more weeks. The total was lower than the 1975 level, but much higher than in the early 1970s when about 33 percent of the unemployed were jobless for 15 weeks or longer.

In a separate report, the Labor Dept. said that 16 states and the District of Columbia had unemployment rates of 6.5 to 8.5 percent in April. Alaska had a 15.4 percent jobless rate, and four other states had unemployment levels over 8.5 percent.

Backpay Order Catches Runaway Garment Firm

St. Louis—A National Labor Relations Board administrative law judge has ordered a garment maker who fled Festus, Mo., to escape a union contract to offer former workers their jobs back and pay them lost wages totaling as much as $600,000.

The case involves the Co-Ed Garment Co., which renamed itself the Delta Manufacturing Corp., after relocating its operations in Greenwood, Miss.

Co-Ed, which had operated in Festus for 30 years, abruptly closed its doors in April 1976 and summarily dismissed its 94 employees, members of the Ladies' Garment Workers. It promptly reopened in Greenwood under the Delta name, producing uniforms for the Girl Scouts of America, its only customer. The GSA later announced it would phase out its existing contract with the runaway firm.

In his ruling, NLRB Judge David S. Davidson said that the family-held corporation transferred its operations to avoid the terms of a multi-employer contract with the ILGWU to which it was legally bound.

Davidson also found that "it is clear that Co-Ed never gave any notice to the union or its employees that the operations were to be moved to Greenwood," thus giving the workers no opportunity to bargain with respect to the move and violating labor law.

The judge said there was "no doubt that avoidance of contract rates was the reason for the move," and that "termination of all employees and a move for that reason fall in the category of conduct 'inherently destructive' of employee rights.

"For no conduct can be any more discouraging of union membership and activity than loss of employment caused by successful union representation."

The NLRB judge gave the company the option of returning to Missouri and offering to rehire its former employees in Festus or of continuing to operate as Delta in Mississippi but only after offering its former employees their old jobs back with all relocation expenses paid by the company.

Employees were given the option of accepting or rejecting jobs but the company is obliged by the judge's order to pay them lost wages and benefits between Apr. 9, 1976, when it ended its operation in Missouri, and the date it offers to rehire them.

The judge also ordered the firm to open its doors in Greenwood to ILGWU organizers in the event the company chooses to stay in Mississippi. Davidson said the company must supply the union with a list of current employees and any new hires for a period of one year, and permit union organizers on company property to meet with workers during non-working hours.

Meany Pledges Support:

Labor Backs Drive For Veterans' Jobs

The AFL-CIO has pledged its support to a $140-million program launched by the Administration to find jobs for 100,000 of the nation's half-million unemployed Vietnam-era veterans.

"These men and women, who served their country, deserve the same help and consideration the nation has shown veterans of earlier wars," Federation President George Meany said.

"To date, they have not received that help and President Carter is now seeking to right that wrong. He will certainly have the support of the AFL-CIO in that effort."

Carter told a White House gathering of some 300 business executives, labor officials and veterans' leaders that the Vietnam-era veterans deserve special attention because of their high jobless rate and because they are mostly socially disadvantaged persons with few marketable skills.

"Most of these people went (to Vietnam) because they were too poor to hide in college," Carter said. He noted they face an added burden because they fought in an unpopular war and there is a "sense in the nation that they are not to be admired, but despised" for their military service.

The President's HIRE (Help through Industrial Retraining) program is being administered by the Employment & Training Administration of the Labor Dept. and will be operated by the National Alliance of Businessmen.

The program is aimed at the nation's largest corporations. Firms that agree to hire and train 100 or more veterans will be reimbursed 50 percent of their training costs for up to 26 weeks. Employers would have to pay at least $3.50 an hour.

President John H. Lyons of the Iron Workers, one of the speakers at the White House meeting, said that labor is looking forward to working with the HIRE program, but he stressed that the plan should not undermine existing benefits, protections and opportunities for currently employed workers.

Lyons said workers hired and trained under the program "must get the same terms of employment, working conditions, pay and benefits as other employees" in the same occupations.

In addition, Lyons noted that the program stipulates no federal training reimbursements can go to "runaway" industries or for jobs in depressed industries with substantial numbers of jobless workers.

When training is to be given in jobs covered by a collective bargaining agreement, Lyons added, participating firms must obtain written approval from the union involved before hiring trainees.

Preference under the program will be given to disabled and disadvantaged veterans. Also eligible, however, will be unemployed persons with veterans' preference, economically disadvantaged youths, and the long-term unemployed from families with annual incomes of $10,000 or less. The program will run for 15 months.

IUE Given Grant For Apprentice Aid

The Electrical, Radio & Machine Workers received a $337,272 Labor Dept. contract to develop 700 apprenticeship opportunities in energy and power-related industries.

The IUE will provide new standards and develop apprenticeship projects among 820 firms with which the union has contracts.

Bakery Contracts Set Major Gains for 20,000

The Bakery & Confectionery Workers negotiated new two-year agreements with six major wholesale bread and cake companies that operate plants on the West Coast and in the East-Central states region.

The agreements covering nearly 20,000 B&C members provide a two-step wage increase totaling $1 an hour, increased employer con- improved pension benefits. The contracts, ratified on a local-by-local basis, are retroactive to May 1.

Accord on the West Coast settlement was reached by the union's Pacific Coast Bargaining Conference following a three-day walkout last month that shut down 35 plants from San Diego to Seattle. It was the first conference-wide strike in the baking industry, the union noted.

The key issue in the dispute was the union's concern over the maintenance of health benefits that were being eroded by the increasing costs of medical care and hospital charges.

The union's East-Central States Bargaining Conference reached agreement with the companies earlier this month without a work stoppage.

Settlement came after employers agreed to increase health plan contributions $1.05 a week per member in the first year of the contract term.

Both the western and eastern states agreements call for hourly wage boosts of 50 cents each year, increased health plan con- increments in pension benefits.

With the $100 increase in pensions, retirees will be eligible for benefits of $500 a month after 25 years of service at age 65.

Employers also agreed to vacation improvements and to raise compensation for workers who don't receive two consecutive days off during a workweek.

Companies involved in the settlement are ITT Continental Baking Co., Interstate Brands, American Bakeries, Campbell-Taggart and Oroweat.

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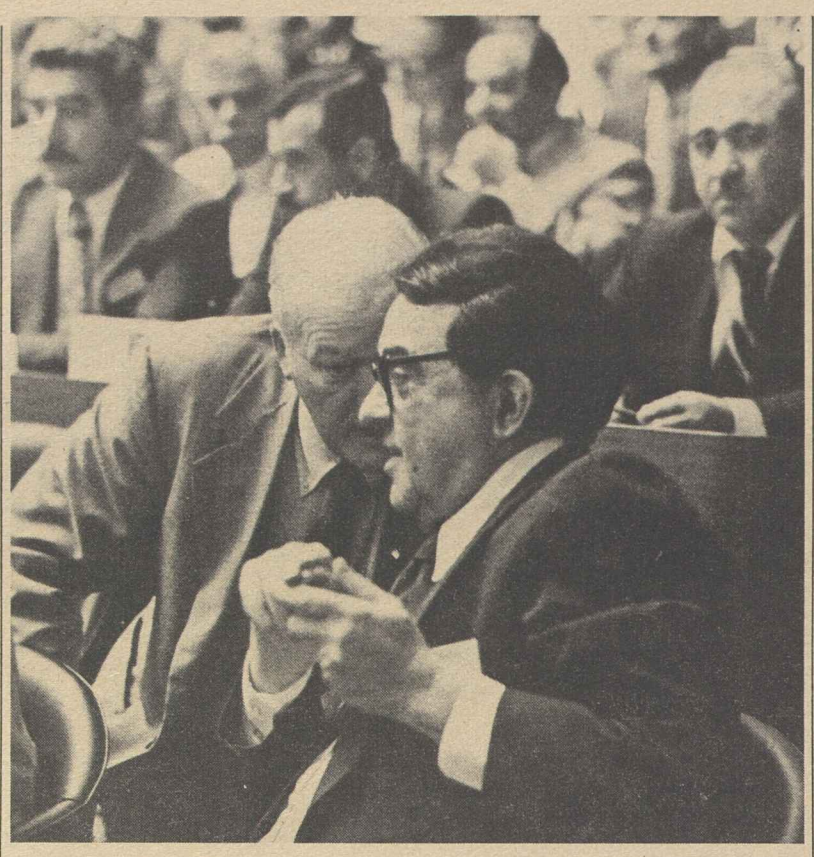
Correspondence about address corrections should be sent with attached mailing label to: AFL-CIO Subscriptions, Room 209, 815 16th Street, N.W., Washington, D.C. 20006.



U.S. WORKER DELEGATE Irving Brown, right, and legal adviser Edward Hickey confer as the annual assembly of the International Labor Organization gets under way in Geneva. Brown, the AFL-CIO European representative, was elected as worker vice president of the ILO conference over stiff Communist and Arab opposition.

Arabs Agree to Drop Attack on Israel in ILO

(Continued from Page 1)

Marshall stressed that labor problems are international in character and require international cooperation to solve them. He emphasized the global problems of unemployment, freedom of association, forced labor, job safety and occupational health.

Marshall addressed the sessions after Conference President Joy K. Amedume of Ghana read a letter from ILO Director General Francis Blanchard that an accord had been reached under which the Arab countries agreed to withdraw a proposed resolution denouncing the ILO Governing Body for its decision to pigeonhole a 1974 conference resolution charging Israel with "racial discrimination and violation of trade union rights" in the occupied territories.

Railroaded through the 1974 conference, the resolution had called on the Governing Body and Blanchard to use "all means" to end the alleged mistreatment of Arab workers. The Arabs had intended to present at this session a follow-up resolution denouncing the Governing Body action and renewing their demand for anti-Israeli measures.

By accepting the accord after protracted negotiations they bowed to the view that all questions relating to trade union and other human rights guaranteed by the ILO conventions should be treated according to the organization's "due process" procedures assuring member states a fair hearing.

"Now we can get on with the effort to get some meaningful progress toward the goals set by the United States when it submitted notice that it would have to withdraw from the ILO unless reforms were initiated," Irving Brown, the American worker delegate, said.

Blanchard had drawn attention in his letter to the study that the question of Arab workers in occupied territories was receiving under the ILO's regular procedures. The committee of independent legal experts, who regularly examine the reports governments must supply on how they observe their ILO obligations, had called for additional information from Israel, he recalled.

This information on equal opportunity and treatment in employment in the occupied territories had been received, the director general said. The conference's committee on the application of conventions, which takes up the experts' voluminous report, would be able to discuss it, he added.

In the same report, the experts reject the Soviet bloc's claim that its Communist system of government should be taken into account in order to understand its conception of how to apply ILO standards.

"These are international standards," the experts said. "The manner in which their implementation is evaluated must be uniform and must not be affected by concepts derived from any particular social or economic system," they stressed.

With the question raised by the Arabs successfully channeled into the proper ILO constitutional procedures, attention was focused on a project to amend the conference rules so as to bar partisan resolutions on extraneous political issues.

Although sidetracked by the Communists and the Third World, there remained some hope for the U.S. proposal.

House Votes Full Funding Of Works Bill

(Continued from Page 1)

nine of the projects Carter wants eliminated.

The House-approved appropriations bill contains funds for 488 other water projects and includes $6 billion for the Energy Research & Development Administration.

In other congressional developments:

House members then turned to debate on another major appropriations bill—$61.3 billion for the Departments of Labor and Health, Education & Welfare—which Carter had warned faced a possible veto because it exceeds his budget requests. As the AFL-CIO News went to press, however, the President anounced he would sign the measure in its present form under an agreement with congressional leaders to fight any amendments to increase spending authority further. The House leadership also agreed to seek a study of school aid to federally impacted areas and direct student loans with the view of changing or phasing out both programs "in the near future."

With debate continuing on the measure, the AFL-CIO urged House members to support the Labor-HEW funding bill and reject any amendments to cut education and social expenditures or further restrict the authority of the Occupational Safety & Health Administration.

- The House voted 333 to 64 to increase child day-care programs by $200 million and to continue for another year until Oct. 1, 1978, the moratorium on new federal standards for day-care centers. The added funds would be used mostly to help the centers bring their facilities and staffs into compliance with the new standards.
- The House gave 306-to-41 approval to a bill prohibiting U.S. businesses from aiding the Arab trade boycott of Israel and giving Congress the power to veto the exportation of Alaskan oil.

The vote on the compromise measure completed action on the bill and sent it to the White House, where the President is expected to sign it. It extends the Export Administration Act for two years, through Sept. 30, 1979.

The boycott provisions bar any U.S. firm from cooperating with the Arab boycott of Israel by refusing to do business with any firm on an Arab blacklist.

Farm Workers Gain 1st Grape Pact of '77

Coachella, Calif.—The Farm Workers have won major wage and benefit improvements in the first table grape contract to be reached for the 1977 season.

The settlement with David Freedman & Co. of Thermal, covers about 1,100 field workers and provides wage boosts totaling 39.2 percent for general laborers over the three-year term of the agreement.

UFW President Cesar Chavez called the contract "a pacesetter that will set the trend for the industry." The union quickly reached agreement with two smaller growers on terms following the Freedman pattern.

The contract lifts basic wages from $2.70 an hour to $3.35 for this season, to $3.55 next year and to $3.76 in 1979. It also provides for the industry's first paid vacation plan and contains improvements in the fully paid medical and hospitalization plan and in pension benefits.

The Freedman concern, headed by Lionel Steinberg, was the first table grape grower to sign a contract with the UFW in 1970 and the only one to remain under contract when other growers shifted to the Teamsters in 1973. The two unions earlier this year reached an agreement giving the UFW jurisdictional rights to organize agricultural field workers.

Although the UFW has represented Freedman's field workers since 1970, a new election was required this year to obtain certification under the California Agricultural Labor Relations Act. The union won that vote, Apr. 8, by a margin of 723 to 15 for no union.

Real Earnings Run Behind '76 Level

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Price Index Rises 6.7% Over Year

By James M. Shevis

Real spendable earnings, or workers' takehome pay minus the impact of inflation, last month lagged four-tenths of 1 percent behind the year-earlier level, as consumer prices continued to climb relentlessly, the Bureau of Labor Statistics reported.

The government's consumer price index increased six-tenths of 1 percent in May, and would have gone higher had food prices not moderated. The food component of the CPI rose seven-tenths of 1 percent—less than half the 1.5 percent rise in April—while increases of four-tenths of 1 percent for non-food commodities and 1 percent for services remained the same as those of the previous month.

Despite the higher prices, real spendable earnings of the nation's average worker edged up a slight one-tenth of 1 percent from April. A married worker with three dependents last month averaged real weekly earnings of $91.69, compared with $91.58 in April.

Over the year, however, purchasing power was off 37 cents and not much higher than the $91.32 weekly average for the calendar year 1965.

The May CPI stood at 180.6 percent of its 1967 base of 100, a 6.7 percent increase from the May 1976 level. Goods and services costing $100 in 1967 now cost $180.60.

BLS said the slower rise in food prices last month was due primarily to a sharp 13.5 percent decline in the price of fresh vegetables. Prices also fell for fresh fruits, eggs and beef. Prices rose, however, for many other types of food, including poultry, dairy products, fats and oils, pork, sugar and sweets, and processed fruits and vegetables.

Coffee prices continued to climb, with ground coffee rising 10.3 percent and instant coffee climbing by 7 percent over the month.

The index for food away from home—restaurant meals and snacks—increased 1 percent in May, continuing the rapid rise evident since the start of the year, BLS said.

Prices for most non-food commodities except used cars and tires rose last month. New car prices increased nine-tenths of 1 percent, reflecting increases in automakers'

(Continued on Page 2)

Senate Votes Strong Bill To Aid All Mine Workers

Youth Jobs Bill Set for Final Action

A House-Senate conference agreement brought a Youth Employment measure just a short legislative step from enactment.

The union-supported Administration bill would inaugurate new programs that would reach an estimated 500,000 young people over the next 15 months with the full-time equivalent of more than 200,000 work and training opportunities.

Its ingredients include:

- A Young Adult Conservation Corps, modeled after the CCC of the New Deal era. It would put unemployed, out-of-school youth of 16 to 23 to work in parks and forests.
- A community improvement program, using 16-to-19-year-olds to help neighborhood rehabilitation and improvement of low-income housing.
- A test program of federally subsidized private industry jobs for economically disadvantaged youth, 16 to 19, who are in school. The jobs would be 20 hours a week during the school year, 40 hours in the summer. There would also be a separate work-study program designed to prevent dropouts from high school.
- A series of locally developed "innovative youth service programs" with 90 percent of the funds earmarked to help persons in families whose incomes are below 85 percent of the government's "lower living standard budget."

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AT GENEVA CONFERENCE of the International Labor Organization, Labor Sec. Ray Marshall, left, and AFL-CIO Sec.-Treas. Lane Kirkland reflect the concern of the tripartite U.S. delegation at the ILO's political orientation in recent years.

U.S. to Review Withdrawal:

Communists, Arabs Block ILO Reforms

Geneva—The International Labor Organization's annual conference ended with the Communist-Arab-Third World coalition effectively blocking efforts to rededicate the ILO to its historic role of promoting the welfare of workers in all countries.

The coalition prevented action on a committee report to respect the ILO's due process machinery for hearing charges of alleged violations of ILO standards and on a proposal from the Governing Body to allow screening out of politically loaded propaganda resolutions.

U.S. Worker Delegate Irving Brown, in his final speech to the conference, said that the ILO had been "badly weakened" by the actions. Daniel L. Horowitz, the U.S. government delegate, deplored the conference's lack of achievement, and employer delegate Charles H. Smith, Jr. said there had been "no progress on the principles we hold dear."

AFL-CIO Sec.-Treas. Lane Kirkland, a member of the U.S. delegation, said that the majority that prevented the ILO from action in the critical areas was an "alliance of dictators irrespective of color or creed."

In Washington, Labor Sec. Ray Marshall told a news briefing that the ILO conference had been "disappointing" and that the United States was likely to pull out of the specialized United Nations agency this November.

Marshall emphasized that no final decision had been made on withdrawal and that the Administration will take up the issue in July. The United States gave the ILO the required two-year notice in 1975 that it would withdraw unless Communist and Third World nations stopped using the organization as a forum for political attacks.

The Arab states reneged on the accord negotiated by Director General Francis Blanchard earlier in the three-week session to respect the ILO "due process" that gives member states a fair hearing before condemning them for alleged viola-

(Continued on Page 6)

Labor Dept. To Enforce New Plan

By David L. Perlman

The Senate passed a union-supported mine safety bill, 78-18, after soundly defeating all weakening amendments.

It would bring the nation's 275,000 hard rock miners and 212,000 coal miners under the same law, strengthening safety and health protection for both groups.

It would also shift mine safety enforcement from the Interior Dept., where unions see a built-in conflict of interest, to the Labor Dept.

Passage of the industry-opposed bill followed an active campaign by unions with members in the mines, quarries and uranium enrichment plants covered by the legislation.

The Steelworkers represent the largest group of hard rock miners, with membership in both iron ore and nonferrous mines. Other AFL-CIO unions with a special interest in the bill include the Oil, Chemical, & Atomic Workers, the Cement, Lime & Gypsum Workers and the Operating Engineers.

Legislative representatives of the AFL-CIO unions worked cooperatively on the measure with the United Mine Workers, the principal union in the coal mines.

The AFL-CIO actively supported the measure and Legislative Director Andrew J. Biemiller wrote senators urging its passage without amendment.

"Safety protection is now split

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Financing Plan Urged To Aid Social Security

President Carter's plan to strengthen social security financing won high marks from the AFL-CIO at Senate hearings.

Its enactment would guarantee the social security system's financial stability "into the next century," AFL-CIO Legislative Director Andrew J. Biemiller testified.

Biemiller, joined by Social Security Director Bert Seidman, strongly defended the proposed use of general tax revenues to supplement the payroll tax paid by workers and their employers.

Under the Administration bill, the government would put money into the social security trust funds during years of heavy unemployment. This would avoid the risk that funding assumptions would be thrown out of kilter by a severe recession.

Most other nations with comparable social insurance programs already use general tax revenues to supplement payroll taxes, Biemiller noted. He said the United States is "the exception" in its exclusive reliance on the payroll tax.

The AFL-CIO testimony noted that the drafters of the original Social Security Act had predicted the need for general revenue financing and "almost every Social Security Advisory Council since then

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Soaring Health Costs Spur Insurance Drive

Backers of national health insurance renewed their drive to enact legislation in the 95th Congress at a Washington meeting of representatives of 40 national organizations.

Sen. Edward M. Kennedy (D-Mass.) told the 500 participants: "We're going to have a health insurance program next year." Kennedy said that the legislation he and Rep. James C. Corman (D-Calif.) have proposed would provide medical care for all Americans, not just those who can afford it. He and other speakers pointed out that as many as 40 million Americans now do not have health insurance of any kind.

Kennedy cited studies by the Congressional Budget Office and the Social Security Administration showing that national health insurance would not cost any more than the present fragmented system of health care and, in some cases, would actually cost less.

The meeting was organized by the Committee for National Health

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Jobless Lose Extended Aid In 15 States

Extended unemployment payments under the Federal Supplemental Benefits program have ended in 15 states, the Labor Dept. announced.

FSB is a temporary program providing additional benefits for jobless workers who exhaust their regular and federal-state extended benefit eligibility. The benefits "trigger off" when a state's average rate of insured unemployment stays below 5 percent for 13 consecutive weeks.

A 5 percent insured unemployment rate translates into about a 6 percent overall jobless rate.

The program triggered off in the following states on these dates: North Carolina, May 15; Minnesota, May 28; Wisconsin, Tennessee, and Missouri, May 29; New Mexico, Kentucky, and Maryland, June 5; Alabama and Delaware, June 12; West Virginia, June 18; Arkansas, June 19, and North Dakota, Mississippi and Utah, June 25.

Individuals in those states entitled to FSB payments for any part of the week of the effective ending dates may be eligible for continued payments for up to 13 additional weeks, the Labor Dept. said. Persons affected by the change will receive written notice about their potential additional eligibility from their state employment services agency.

Vie de France Bakery Strike Wins Support

Rockville, Md.—Bakery & Confectionery Workers Local 118 drew increased support for its five-week-old strike against a Vie de France bakery that dismissed its employees and replaced them with foreign nationals.

Strong backing for the strike came from the local's international union and from the Washington, D.C., affiliated council of the newly activated AFL-CIO Food & Beverage Trades Dept.

Thomas R. McNutt, acting president of the Washington Metro Food & Allied Service Trades Council, said that the issue is not economics but the jobs of the 30 B&C members who were let go on May 18. On that date, management asked each union worker to sign a statement agreeing to a new work schedule or have his employment terminated. Most members refused to sign.

Unfair labor practice charges have been filed with the National Labor Relations Board and officials of the Immigration Service have been asked to make an investigation to determine whether illegal aliens may possibly be serving as strikebreakers.

PEACE CORPS VOLUNTEER Samuel Turner, a member of District Council 77 of the State, County & Municipal Employees, teaches welding to one of his students at the Jidhafs secondary technical school in Bahrain.

Peace Corps Unionist Trains Eager Students

Manama, Bahrain—Sam Turner, a 26-year-old Peace Corps volunteer on leave from his union welder's job in Detroit, must make up his mind this month whether to return to the United States or stay on in Bahrain.

"I lean toward going home," he says. "Two years is a long time to be away." But Turner has come to like the country and its people and he says he might go to work for one of the many foreign companies that have set up shop in Bahrain since the former British protectorate gained its independence six years ago.

A member of District Council 77 of the State, County & Municipal Employees in Detroit, Turner left his job with the city's transportation department to come to this Arab nation of 250,000 to help upgrade workers' skills. Bahrain hasn't enough skilled manpower of its own so it asked the Peace Corps to send volunteers to help train its young men and women for jobs crucial to the country's development.

Bahrain consists of a group of islands in the Persian Gulf about 15 miles off the coast of Saudi Arabia. Foreign workers account for about half of its work force.

Turner, whose father and grandfather before him also were welders, is one of 30 Peace Corps volunteers in Bahrain. He and two others constitute the welding faculty at the Jidhafs secondary technical school outside Manama, the capital of Bahrain.

"About 70 kids take welding," says Turner, who teaches first- and second-year welding. "I try to cover all forms of welding—a little of everything, including pipe welding." He tries to demonstrate the trade as often as he can, explaining what he is doing and why.

"You can't tell someone how to weld—you have to show them," he stresses.

When he first came to Bahrain, Turner taught for a year at a secondary technical school in the capital before transferring to Jidhafs. He says he prefers working with the rural youths who attend the school rather than city youngsters.

"They don't come in contact with technology much," he says. "They may not know how a light bulb works, but they're interested in learning. I think most of the kids come to school because they want to. Some walk four or five miles just to come."

Turner, who never taught before he joined the Peace Corps in 1975, teaches both the theoretical and practical aspects of welding.

AFL-CIO Tells Congress:

Health Security Bill Vital to Cut Costs

The most effective way to slow the escalation of health care costs is to budget for hospital and physician services along the lines of the Health Security bill, the AFL-CIO told Congress.

But until that legislation is enacted, Social Security Director Bert Seidman said, organized labor favors the Carter Administration's interim approach to hospital cost containment over a long-term measure sponsored by Sen. Herman E. Talmadge (D-Ga.). Seidman was accompanied by AFL-CIO Legislative Rep. Robert McGlotten and Assistant Social Security Director Richard Shoemaker as he testified before the Senate health subcommittee.

"We are strongly convinced," Seidman said, "that Congress should not now enact a long-term program which might have to be dismantled when a national health insurance program is developed.

"Therefore, we urge that only a temporary cost containment bill be reported out to be effective until Congress has an opportunity to review the national health insurance proposal to be submitted to Congress by the Administration next year."

The Administration's bill would set a 9 percent ceiling on cost increases for most U.S. hospitals and penalize them if they failed to stay within that limit.

The Talmadge bill, as introduced, would apply only to care given Medicare and Medicaid patients, but the senator said he was not opposed to extending its coverage to all hospital care.

It provides for the setting of target reimbursement rates on certain costs which hospitals would be expected to meet. If they held costs below the target, they would be given "incentive" bonuses, but if they exceeded the target rates they would have to absorb most of the difference themselves.

In earlier testimony, the AFL-CIO supported the Administration's short-run approach despite its limitations, but it urged Congress to close loopholes in the measure that would encourage hospitals to hold down wages of their non-professional employees to cover cost increases in other areas beyond the 9-percent cap.

The wage control provisions of the Talmadge bill, however, are even more objectionable, Seidman testified. He noted that in some instances they might even require a reduction in the pay of hospital workers after October 1979.

"We find this completely unacceptable and clearly inconsistent with the principles of collective bargaining," Seidman said.

He noted that hospital wages are already low in most communities and average less for the nation as a whole than those of workers generally or even service workers.

"The principal cause of hospital cost inflation is not wages, but the control doctors exercise over the manpower and capital resources of the hospital," Seidman declared.

He suggested that in several areas the Talmadge bill might even contribute to greater hospital cost inflation by accelerating the trend to more and more intensive care and providing built-in incentives for greater utilization.

Glass Union Hikes Per Capita, Reports Wage Structure Gains

St. Louis—Delegates to the Glass Bottle Blowers convention here approved a $2.25 monthly dues increase to offset the effect of inflation on the union's operating costs since its last convention four years ago.

The increase includes an additional $1.25 to the international union and another $1 to the local organization. The hike will raise the per capita to the international to a range of $7 to $8. Local dues will rise to a range of $2 to $6.75.

The 950 delegates from 240 GBBA locals across the country re-elected President Harry A. Tulley, Sec.-Treas. James E. Hatfield, three regional vice presidents, and 11 other executive board members, adopted policy resolutions, and heard from a dozen speakers.

Tulley, who will begin his second term, said that "substantial progress" has been made toward the union's goal of a uniform wage structure, a program adopted in 1968 to achieve equal pay for equal work regardless of the job's location.

"Our past three contract negotiations have placed our organization in a position of having received gains as high as or higher than any other industrial union," Tulley added.

Tulley also declared in his keynote address that foreign imports are a growing threat to American labor. They are having "a most damaging effect on our jobs as well as on the future of our country," he said.

The convention voted full support of the boycott of Coors beer and J. P. Stevens products endorsed by the AFL-CIO, and approved a $1,055 contribution to a fund for the Missouri Olympics for Retarded Children and a $6,000 contribution to the union's political education fund.

Francis X. Burkhardt, assistant secretary of labor for labor-management relations, told delegates that collective bargaining has not added to inflationary pressures in the economy.

"In fact, workers and their unions have shown a remarkable degree of patience and moderation in the face of rising and soaring inflation," he said. "An explosion has occurred in the price level rather than wages."

Burkhardt said the economy still suffers from the effects of the huge, subsidized Russian grain sales during the Nixon Administration as well as from higher oil prices and the oil embargo imposed by the Organization of Petroleum Exporting Countries in 1973-74.

"Yet the resulting inflation still is being used by some to attack collective bargaining," Burkhardt said. "They attack by calling for wage and price controls."

Burkhardt reaffirmed the Carter Administration's opposition to wage and price controls, calling them an attack on the collective bargaining process.

Alan Kistler, director of the AFL-CIO's Dept. of Organization & Field Services, asked delegates to press their congressmen and senators to fight for a higher minimum wage, adding that the Administration's proposal of a $2.50 an hour minimum is inadequate.

"In the 1930s, the 40-cent minimum wage was the equivalent of 50 percent of the average manufacturing wage. The Administration's proposal is only 48 percent of that average today.

"We've got to work to get those people out of the box they're in," he said.

Other convention speakers included Rocco Petrone, executive director of the National Center for Resource Recovery; William Field, secretary-treasurer of the Missouri State Labor Council; Earl McDavid, secretary-treasurer of the AFL-CIO Union Label & Service Trades Dept., and Lee W. Minton, president-emeritus of the GBBA.

Oldham to Retire From Key URW Post

Akron, Ohio—Kenneth Oldham, the vice president of the Rubber Workers since 1966, will retire July 31, URW President Peter Bommarito announced. Oldham, 63, has been the chief coordinator of bargaining with Goodyear Tire & Rubber Co.

Real Earnings Trail '76 Level

(Continued from Page 1)

list prices. Clothing prices increased after remaining unchanged in the two preceding months.

Gasoline and motor oil prices rose more than in April or March. The nationwide average price of a gallon of regular leaded gasoline was 62.6 cents. The average price of unleaded gas was 65.9 cents and 67.6 cents for premium.

Used car prices fell 1.3 percent afer a small rise in April and sharp increases earlier in the year. Tire prices moved down for the fourth straight month.

As usual, medical and transportation costs led the increases among services, both rising nine-tenths of 1 percent. The uptrend in hospital service charges continued, along with higher local transit fares. Mortgage interest rates and rents also were up in May.

The CPI covers 400 items usually bought by urban wage earners and clerical workers. Prices are sampled monthly in 18,000 stores, hospitals, filling stations and other retail establishments in 56 cities.

Asks Congress to Act:

Unfair Competition Assailed by CWA

Kansas City—The Communications Workers launched a massive letter writing campaign to Congress after delegates at the union's 39th annual convention called for a halt in the implementation of federal policies that tend to encourage unfair competition in the telecommunications industry.

More than 2,500 letters signed after passage of a resolution on Federal Communications Commission policy pointed out that a full congressional inquiry is needed to determine the economic impact of competition on consumer costs and on the jobs of CWA members, along with the problem of increasing imports of telecommunications equipment.

Congress, they said, must re-establish its primacy as the maker of national telecommunications policy.

Earlier, in a keynote address covering a wide range of topics, CWA President Glenn E. Watts said, "The basic strength of America is in the gainful employment of its working men and women. Jobs are the key. With full employment, using the productive capacity of our nation to the fullest, and supported by intelligent foreign trade measures, we can have an economy healthy enough to cope with the dangers of inflation."

Watts added, "President Carter has said it will take several years to balance the federal budget. This is so, but we cannot afford to sacrifice the quality of human life in the name of this elusive goal. We cannot afford to defer the hopes of millions of people for gainful employment. In fact, by putting people to work we would advance the timetable for a balanced budget.

"We must demand," he stressed, "that our national leaders have the courage to take this constructive approach—the approach of full employment."

Watts was re-elected president without opposition, as were the four other top CWA officers: Sec.-Treas. Louis B. Knecht, and Executive Vice Presidents Gus Cramer, George M. Miller and Richard W. Hackler. They will serve three-year terms.

Summarizing the executive board report to the convention, Knecht emphasized the union's revised approach to "organizing the unorganized" based upon changes in the economy and the loss of jobs due to technological advancement.

Citing one example of a unit in New York that dropped from 3,600 workers in 1966 to well below 1,000 today "although business volume doubled and tripled" in the same period, the board proposed a five-part program involving officers and members of the union at all levels to stimulate organizing activity. "Our very survival as an institution that can effectively represent the workers is at stake," the board said.

Turning to the contract negotiations between CWA and AT&T and Bell System affiliates around the country—in recess during the union's convention week—Watts said that telecommunications corporations and telephone companies all over the country are "boasting that they employ fewer and fewer people while providing more circuits, faster links and other improvements."

Watts added, "These systems are built, they are maintained and they are serviced by people. And we must work to make sure that our own efforts do not end up by throwing us on the trash pile, sacrificed on the altar of efficiency, or condemned to the performance of mechanical or meaningless tasks at our work places."

Scheduled later in the week-long convention were a major address by U.S. Ambassador to the United Nations Andrew Young; economic and foreign policy statements, and a formal resolution on the effects of automation and technology.

LEAGUE FOR INDUSTRIAL DEMOCRACY honors Al Barkan with an award for his work in extending democratic participation and shaping the ideals of the American labor movement. LID Vice President Midge Decter makes the presentation as Barkan's wife, Helen, looks on. Other LID officers shown above, from the left, are Arch Puddington, executive director; Tom Kahn, board chairman, and Thomas R. Brooks, president.

Barkan Urges Liberal Ties With Labor

New York—Al Barkan, this year's recipient of the League for Industrial Democracy award for having "helped shape the ideals" of the American labor movement, called for a revitalization of the liberal coalition that has historically pushed for social and economic justice in the United States.

A strong labor movement is an indispensable part of this coalition, Barkan declared. The director of the AFL-CIO Committee on Political Education added that liberals "must be committed to a strong labor movement—not in return for labor's support of 'broad social goals'—but as a fundamental part of the liberal commitment itself."

Barkan also noted that labor was asking President Carter to implement "the program he put before the American people when he sought their support: the Democratic platform."

The American people voted for a change in policies last November, Barkan said. "They have a right to expect that what they saw is what they'll get," he added.

In presenting the award, LID Vice President Midge Decter praised Barkan for his commitment to the improvement of the common citizen's lot by extending democratic participation in American life.

Barkan was critical of liberals who try to "draw a line between so-called narrow labor issues and broad social goals."

"The reason we have been successful in pushing broad social legislation, from which all American benefit, is that we have had a strong labor movement. It's precisely because we have sought to strengthen the position of the worker relative to that of the employer that we've had the political means to push for civil rights, anti-poverty legislation, and the rest."

"We need to revitalize the liberal coalition that has historically been responsible for this nation's progress toward social and economic justice."

Statisticians Prodded On Job Market Data

Minneapolis—Producers of labor statistics have an important responsibility to refrain from putting out poor data and to point out the limitations of their data, AFL-CIO Economist Markley Roberts told a group of state and federal statisticians here.

Union people are concerned about the "conceptual limitations" of labor statistics, Roberts stressed in an address to the North American Conference on Labor Statistics.

"We are concerned about the practical limitations of data collection and data reliability and validity," he said. "And we are concerned about the uses of data. We don't want good data misused and we don't want bad data given currency and credibility."

Roberts noted that when bad data of questionable reliability or conceptual validity are published, it is very difficult to set the record straight. This is why the AFL-CIO continues to maintain a critical attitude toward official labor statistics, he said.

Since early 1976, for instance, the AFL-CIO has been reporting its own measure of joblessness because, as Roberts pointed out, "we believe that the official monthly unemployment figures understate the extent of unemployment and the amount of lost worktime and unused work skills."

The federation's measure of joblessness includes not only those officially unemployed but also the so-called "discouraged" workers who have stopped looking for jobs because they think no work is available and half of the "involuntary part-time" workers who want but cannot get full-time work for economic reasons.

"We are using Bureau of Labor Statistics numbers, but we are putting these figures together in a way that gives a more comprehensive picture of the extent of unemployment and lost worktime," Roberts said.

Union research people who are closely involved in labor statistics also question those who emphasize the role of women and teenagers in the overall unemployment picture, he noted.

"To us it appears that those who emphasize labor force participation by women and teenagers are trying to minimize the seriousness of the unemployment situation," Roberts said. "We have the same suspicion of the revival of job vacancy reporting and the effort to find out how many unemployed people have other members of their family working and earning income.

"And we have the same suspicion of a 'misery index' that subtracts job-seeking pensioners and job-seeking teenagers living at home.

Roberts, chairman of the Labor-Research Advisory Council which meets regularly with the Labor Dept.'s Bureau of Labor Statistics to give organized labor's views, said that the AFL-CIO welcomes the establishment of the new National Commission on Employment & Unemployment Statistics "as an opportunity for progress toward more soundly based and conceptually valid views of unemployment."

He also discussed union concerns about BLS's consumer price index and city worker family budgets, urging their continuance. BLS is now in the process of revising the CPI, and is expected to release a more broadly based index in the fall.

"We don't want to lose the understanding and acceptability that have been achieved by the CPI, specifically the CPI for urban wage earners and clerical workers," Roberts said.

Similarly, he said, the family budgets, based on hypothetical spending patterns at a lower, intermediate and higher level, serve useful purposes.

In other areas, Roberts attacked the "inflation-impact" statements and the cost-benefit analyses made by the Council on Wage & Price Stability, charging they are based on unsubstantiated assumptions.

Whiting Appointed Deputy at OSHA

Basil J. Whiting, Jr., has been named deputy assistant secretary of the Labor Dept.'s Occupational Safety & Health Administration.

Labor Sec. Ray Marshall, who announced the appointment, said that Whiting will be responsible for much of the day-to-day internal management of OSHA. Whiting was with the Ford Foundation for nine years, serving as a senior program officer in its division of national affairs.

CLC to Get $10 Million For Education Centers

Ottawa—The Canadian government has agreed to give the Canadian Labor Congress a $10 million "no strings" grant for labor education.

The CLC said it will use the grant—$2 million a year over the next five years—to operate a national labor studies center in Ottawa and five regional centers across the country.

The national center is to be established July 1 at the CLC headquarters building, with the regional centers to be opened later.

Under the agreement, administration will be under complete control of the CLC which will appoint the centers' directors.

An upsurge in labor education activities is expected as a result of the pact, signed by CLC President Joe Morris and Labor Minister John Munro.

The CLC already spends 10 percent of its budget on education, mostly for weekend and week-long schools. It is the major sponsor of the Labor College of Canada which runs an annual eight-week residential program in the social sciences for union members.

The national center will serve as an umbrella organization for the program operated by the CLC and its affiliates, as well as for college and university programs that meet its criteria and curricula, resources and instructors.

The impetus for a government-financed center came from the CLC. A report by a CLC committee that studied the feasibility of the center put it this way: "The need now is for government to recognize the role of the trade union movement in education and its entitlement to government financing for this purpose."

David Connors Dies, Longshoremen Official

Buffalo, N.Y.—David M. Connors, a vice president of the Longshoremen and president of the union's Buffalo Joint Council, died here on June 14 at the age of 63.

Connors also served as vice president of the Buffalo AFL-CIO Council and was a member of the Erie County Democratic Committee. He founded the Joint Council in 1951.

The Phony Alarms

NUMEROUS STATEMENTS have been made recently about the financial soundness of the social security system. Many contain errors and half-truths, often unintentional, but sometimes clearly designed to mislead the public.

Public debate about the program is an appropriate part of the democratic process. But many of these statements have unnecessarily alarmed millions of retired and active workers who look toward social security for their retirement protection:

1. The social security system is bankrupt or has a huge unfunded liability. This is not true. However, the system does have some financial problems which should concern everyone. The benefits and expenses in recent years have exceeded income from social security taxes and investment earnings.

The fact that contribution income is less than the outgo for benefit payments for a year or two should not be a serious concern. A major reason the social security trust funds exist is for them to be drawn upon during just such contingencies. This deficit cannot continue indefinitely and some action must be taken to insure the future financial stability of the social security trust funds.

This is the reason President Carter has made proposals to strengthen the financing of the system.

2. Social security funds are backed only by pieces of paper representing obligations of the U.S. Treasury, since social security taxes are put into the Treasury with general funds, it is contended. The truth is that payroll taxes go to the social security trust funds and are separate from the general funds of the U.S. Treasury. They may be used only for the payment of benefits and administrative expenses. The social security trust funds—the same as individuals, banks, insurance companies, pension funds, and other financial institutions—buy government bonds and earn interest on them which helps to reduce the cost of the social security program.

3. Private insurance annuities would provide greater benefits, one argument contends, if a young worker regularly invested the same amount as the social security payment.

This claim frequently makes the mistake of including the employer's contribution—without stating how this could be accomplished or facing up to the impossibility of tens of millions of workers universally purchasing annuities so as to end up at 65 with retirement benefits.

4. The declining U.S. birth rate will place an undue burden on a smaller labor force. Startling statistics are used to point out, for example, that there will be one beneficiary for every two working taxpayers by the next century.

The proportion of people not in the labor force being supported by those working has not changed a great deal in recent years and may actually be less in the future. It is true that the elderly will make up a higher proportion of those not working, but this will be offset by a decline in the number of younger people being supported by the economy. Costs will be less for supporting children, for schools, for day care and the like, and society can transfer these savings to support older people.

—From the June 1977 AFL-CIO American Federationist.

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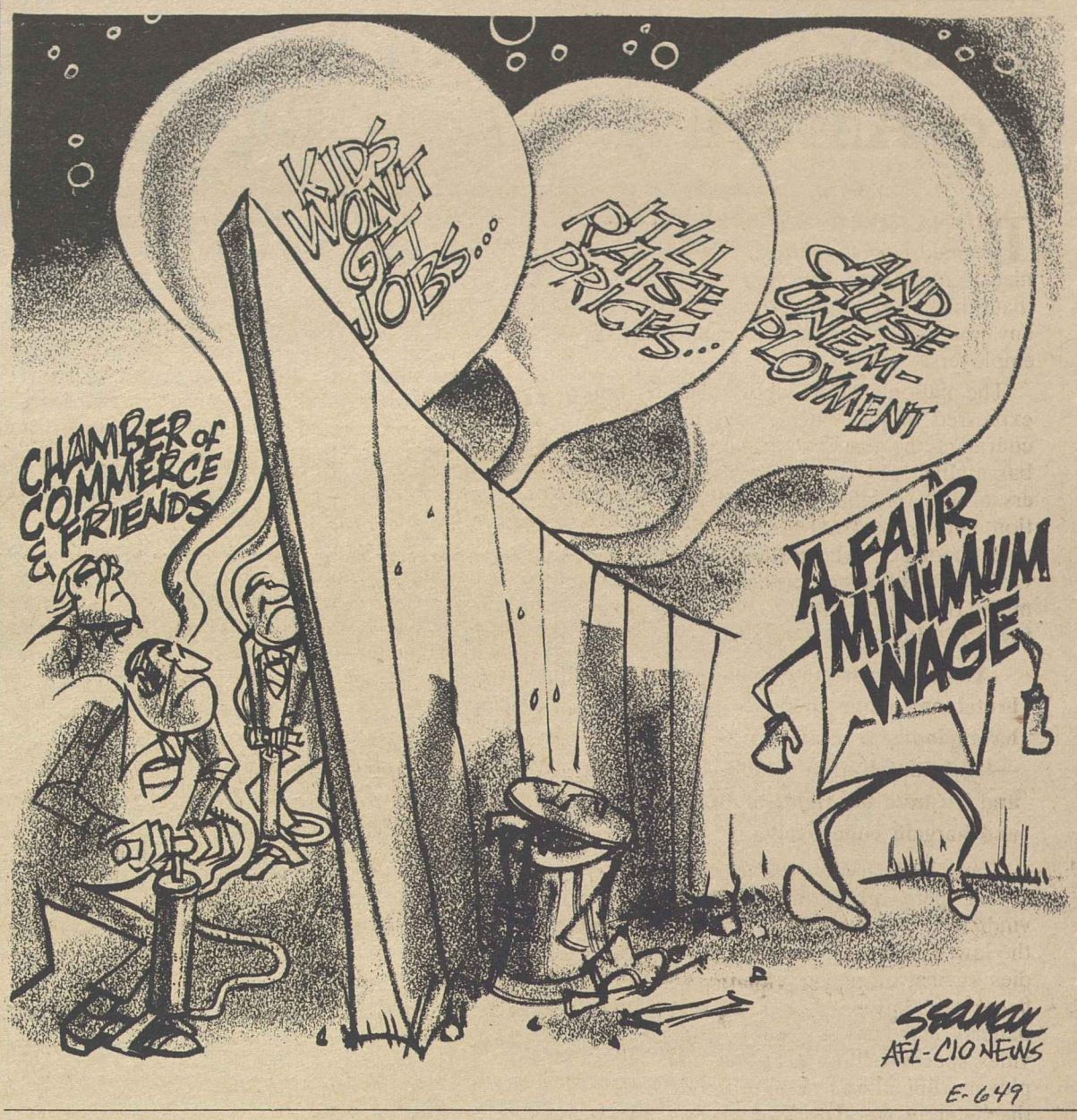

Minority Bloc in Senate:

Republicans Revive Filibuster To Foil Legislative Process

By Gus Tyler

The Republican Party, without the White House and with only about one-third of the seats in the Congress, may still prove itself the most potent power in the nation's capital in determining the fate of domestic legislation.

The Republicans are developing a very special kind of dominance on "the Hill." The seat of their strength is the Senate where the Republicans hold only 38 out of 100 seats. Their strategy is to give this 38 percent the power of a majority—by a persistent abuse of a Senate rule.

Once it was possible to assume that a bill would go through the Senate just because 51 percent was for it. It is now necessary for 60 percent to back certain crucial bills if they are to pass.

This change has come about because the Republicans have revived the filibuster that was once used almost exclusively by Southern senators to block civil rights legislation. Now, the GOP leadership uses the talk-a-thon to block anything it wishes.

The GOP can count on about 30 of the 38 Republicans to go along. The extra 11 votes are available from that other partner in the conservative coalition; the veteran filibusters of the old South.

The power of such filibusters is, of course, purely negative.

It is not possible to enact legislation by this method; but it is possible to block proposals. And for some Republicans, that is enough. Their conservatism is, essentially, resistance to change and, for such a negative purpose, the filibuster will suffice.

Although such a tactic—talking a bill to death—is only permissible in the Senate, the House (whose rules do not allow a filibuster) is also affected.

If House leadership is reasonably certain that a bill will be asphyxiated by hot air in the Senate, then the House strategists are not likely to put the controversial bill to the test in the House. Why ask a colleague to risk his political head for a measure that won't pass anyhow?

Viewed historically, the present ploy of the Republicans is the continuation of the ancient regime on the Hill. For many decades, the Congress of the United States was dominated by a conservative coalition that made life very difficult for any progressive-minded president—even if he had the clout of a Franklin Delano Roosevelt, the good will of an Eisenhower, or the charisma of a John F. Kennedy.

But, in the old days, the conservative coalition passed bills it liked. Now it blocks bills it doesn't like.

FOR THE GOP, the strategy serves a momentary purpose. The party can prove to its backers that, although it is a pitiable minority, it is as potent as the majority in Congress when it wishes to "veto" a bill. By this tactic, the GOP proves it has power—the power to halt "evil" as it defines "evil."

The tactic has another advantage. In 1978 and in 1980, the GOP can inveigh against the do-nothing Democratic President and the do-nothing Democratic Congress.

Meanwhile, unless the President and his party can agree on a plan to override the Republican "veto" we may be in for four years of frustration by filibuster in Washington.

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ILO Priorities On Rights Issue

The key to all the priorities and the key to all the programs and activities of the ILO, as we see it, is the question of human rights. I refer especially to our own field, trade union rights, as part of our whole approach to the entire tripartite system.

In the light of what is happening all around us in the world today, the extent to which the ILO becomes the central organization of the whole United Nations family, becomes the place where human rights are not just nice and fancy words, but a real belief in free trade unions and freedom of association—this is important to us. And we believe that we can find really more effective ways of implementing these rights.

—U.S. Worker Delegate Irving Brown to the International Labor Organization conference.

Ending Employer Abuses:

Labor Law Reform Needed To Assure Workers' Rights

By Bayard Rustin

THE NATION'S LABOR LAWS need to be reformed to give workers a fair chance to organize. Enlightened opinion has long recognized that unions are essential if workers are to have any hope of dealing on an equal basis with their employers.

The nation's basic labor relations policy was expressed in the Wagner Act of 1935 as "encouraging the practice and procedure of collective bargaining" and "protecting the exercise by workers of full freedom of association, self-organization and designation of representatives of their own choosing." The Taft-Hartley and Landrum-Griffin amendments to the Wagner Act undermined those principles by creating an imbalance in favor of employers.

Although companies no longer employ the brutal anti-union methods of the past, many have adopted a sophisticated arsenal of devices —legal, illegal, and extralegal—to interfere with and frustrate the rights of workers to organize and bargain collectively.

There is a basic inequality in the nation's labor laws. There are prompt, effective, harsh, even vindictive, penalties against union violations of the law. However, there are no comparable remedies against employer violations—even the most flagrant violations during union organizing campaigns. The National Labor Relations Act provides speedy action to protect the rights of employers, but allows delay after delay to frustrate the rights of workers. Violations of equal severity are treated with unequal punishment. The law has naively and erroneously assumed that employers would accept the spirit of the law and respect the rights of workers.

Employers exploit procedural delays to prevent the law from being enforced for several years. The promise of collective bargaining can be dragged through the National Labor Relations Board and the courts for years and never become a reality.

The new brand of union-busters carry briefcases instead of clubs and brass knuckles. Their main strategy is delay. As one union-buster put it: "the name of the game is to prevent the election and chill the union off." It now takes an average of six months for an election to be held to determine if workers want to be represented by a union. There is no reason that elections cannot be held within a specified and short period of time. In fact, such a reform is essential if workers are to have an effective right to organize.

Workers fired by their employers because of their union activities must wait years for legal remedies. The employer may be forced to hire back the workers after two or three years, but the promise of eventual justice will not feed a family.

When an unfair labor practice charge is filed by a union it takes an average of one year for a cease-and-desist order to be issued by the NLRB. After that it takes another year or two for a court order to be issued and the employer can still delay by refusing to bargain in good faith. In one-fourth of the union representation elections won in 1970, contracts had still not been signed five years later. For workers, justice delayed is truly justice denied.

Employers who illegally fire workers for supporting a union and employers who refuse to bargain in good faith after an election should be subject to prompt, enforceable court orders to stop such illegal activities.

Another vitally needed reform is that the government should stop subsidizing employers who consistently and repeatedly violate the national labor laws. Government contracts should no more be awarded to companies that violate labor laws than to those that violate laws against discrimination on the basis of race, creed, color, or sex.

BIG BUSINESS is mounting a huge and expensive campaign to oppose labor law reform. Those who have always placed property rights above human rights continue to oppose their employees' attempts to exercise their right to representation and self-organization. They are going to be spending millions of dollars spreading the lie that labor law reform is a selfish power grab by big labor. They couldn't be farther from the truth.

Labor law reform is needed to insure the rights of unorganized and exploited workers. The right to organize and bargain collectively is still effectively denied to millions of workers. Black workers, who have shown an extraordinary interest in unions, are special victims of this unjust situation.

They make up a large percentage of the workers who have been denied the right to organize. They are heavily concentrated in those industries and areas where employers have most ruthlessly resisted unions—the service industries, the South, and government employment. A fair chance to organize unions is an essential precondition for the economic advancement of black workers.

Every worker must have the right to self-organization and collective bargaining, with speedy processes and effective remedies to guarantee those rights.

Omitted from Carter Plan:

Upgraded Mass Transit Vital In Meeting Energy Crunch

THE CREATION of a comprehensive urban mass transportation system should be a high priority goal of the Carter Administration's energy program, Vice President Walter J. Bierwagen of the Amalgamated Transit Union urged on Labor News Conference.

Failure to have an efficient and effective system in place when the full impact of the fuel crisis hits could spell disaster for millions of Americans who will have no way to get to and from their jobs or carry out other tasks that are essential to community and family life, Bierwagen warned. He noted that the President didn't include mass transit needs in his energy message, causing concern among members of Congress as well as unions and other community groups.

"We hope that omission was inadvertent" and that the master plan now taking shape will recognize the mass transit needs of the nation, he said.

Bierwagen said the United States lags behind other industrialized nations in development of its public transportation system largely because of economics. "They have not had the same opportunity to buy automobiles" and have not formed the "love affairs with the automobile that we have had in this country," he added. The unavoidable reality is that oil resources may soon be exhausted, and that stepped-up emphasis on mass public transportation should not be delayed, he said.

The federal government should begin serious experimentation in no-fare transit, he continued, which is already authorized by the Mass Transportation Act. He said that fare reductions in some cities have increased the use of mass public transit as much as 40 percent, helped ease traffic and pollution problems and produced greater mobility of people.

Public transportation should be considered a public service, and use of the system should not be impeded by fares or fees, he said.

Bierwagen was questioned by Fred Frailey of U.S. News & World Report and Justin McCarthy of Press Associates, Inc. The weekly radio program is produced by the AFL-CIO as a public service.

LOOK FOR THE UNION LABEL
UNION LABEL AND SERVICE TRADES DEPT., AFL-CIO

Washington Window

By Press Associates, Inc.

IT'S TOO BAD that some of the leaders of the American Medical Association and the American Hospital Association and the health insurance industry weren't sitting in recently in the ballroom of the International Inn in Washington.

The occasion was a "Citizens' Hearing—Health Care—the Underserved and the Overcharged." It was sponsored by the Committee for National Health Insurance and was designed to launch the "final" push for national health insurance.

One of the "underserved and overcharged" who spoke with some bitterness about the American health care "system" was Mrs. Mary Fischer of Milwaukee. On June 21, 1976, she was admitted to a semi-private room at Lutheran Hospital, Milwaukee, for a hysterectomy that was performed the next day. Before she left the hospital she had amassed a 66-sheet, 60-foot long computerized hospital and doctors' bill that said she owed $8,000 not covered by her private health insurance.

Witness after witness at the "citizens' hearing" told stories of frustration, of horror, of the inadequacy of health care.

The point, of course, is that the "system" operates on the basis of ability to pay and too often with a kind of cold-blooded, computerized disregard to the needs or financial problems of the sick. Here are a few examples:

● Kathy Gaiter, a young black woman, and Yolanda Johansen, a middle-aged white woman, work side-by-side in a Washington office.

Kathy had a premature baby. Mother and daughter are fine. But the total hospital bill was more than $44,000.

Yolanda's father suffered a stroke. After hospitalization, he was transferred to a nursing home where he died several months later. Total bill: more than $16,000.

● Edward London, 64, a Chicago lead industry worker for 31 years. The company told him the lead count in his blood was too high but will not admit that he has lead poisoning. He has been in and out of the hospital but the company won't pay his bills. His insurance company says it does not cover occupational disease.

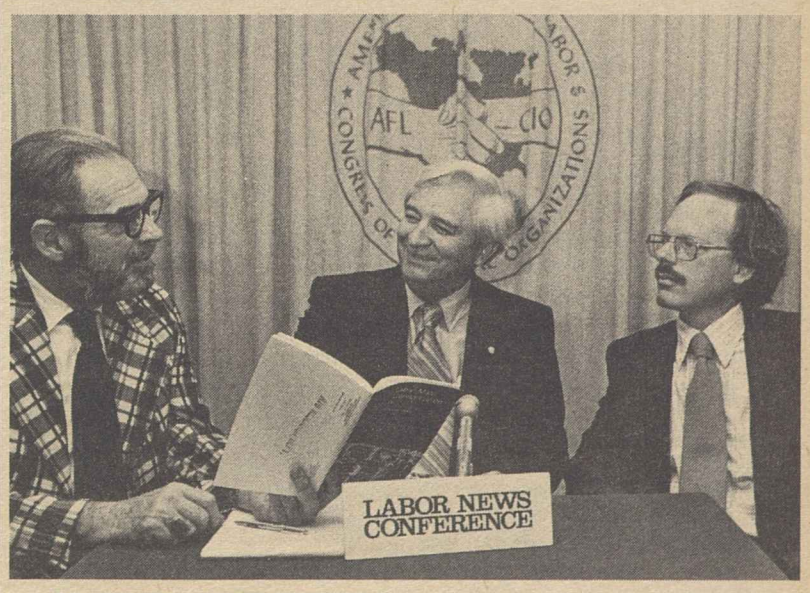
London's medical bills for the past year are about $8,000. He has had to file a workmen's compensation suit and is asking Illinois to revoke the medical license of the company doctor who withheld information on his blood-lead concentration.

● The story related by Helen Pierce of Snohomish County, Wash. Her husband's employer switched health coverage from Blue Cross-Blue Shield to a commercial insurer. Mr. Pierce lost his job and an individual health policy of the commercial carrier paid only $10 a day, with premiums increasing with advancing age. The Pierces tried to re-enroll in Blue Cross-Blue Shield into which they had paid premiums for 40 years. But, having been out of the plan for five months, they were considered new members and therefore were subject to a waiver on previous health problems.

In 1976, Pierce got a job in Vancouver, B.C. He became a landed immigrant in Canada, took a health examination and they were able to get health protection under Canada's national health care system. But the family had to move back to the United States, where Mr. Pierce is now self-employed, and the family has no health insurance at all.

The 40 organizations that sponsor the Committee for National Health Insurance long have been convinced that the time has come for the United States to have national health insurance—like Canada and 60 other industrial nations.

It's like Mike Wilson of Steelworkers Local 4671, Dallas, Tex., told the delegates: "Carter promised us. And the Democrats promised us. Now you go see them and tell them to deliver or we'll have to 'decertify' you—like workers do to a union that doesn't deliver."



A MASS TRANSIT SYSTEM ready to go when the full impact of the fuel crisis hits should be a key goal of the energy program now taking shape in the Carter Administration, Amalgamated Transit Union Vice President Walter J. Bierwagen, center, urged on Labor News Conference. He was questioned by Justin McCarthy, left, of Press Associates Inc., and Fred Frailey of U.S. News & World Report magazine. The AFL-CIO produces the radio interview as a public service.

Higher Per Capita Urged:

Musicians Report Membership Gain

Honolulu—Delegates to the 80th annual convention of the Musicians were told that their union has gained members, achieved contract gains and operated at a mounting deficit during the past year.

AFM President Hal C. Davis cited record earnings for members under union-negotiated contracts and the settlement of the Ringling Brothers circus dispute as examples of progress.

But despite a 3,500 growth in membership—to 334,000—the union anticipates a deficit this year "in the area of $386,000."

He urged the 1,200 delegates to support resolutions calling for a per capita increase. The union's $8-a-year per capita is by far the lowest in the labor movement, he said, forcing the AFM to operate on "a horse-and-buggy income."

Davis said the minimum scale wages in the 10 contracts the international union negotiates brought more than $70 million to members the last fiscal year and will bring in even more this year.

In outlining the provisions of the agreement which ended the nationwide AFL-CIO consumer boycott of Ringling Brothers circus earlier this month, Davis said that "the most important victory" was the maintenance of local employment.

"Initially, the circus had offered a split of travelling and local musicians with local musicians to be phased out," he said. The new contract now calls for "a split of five traveling musicians and ten local musicians, with no phase-out."

Wage rates vary, according to the size or "market category" of the cities played. Cities are divided into three categories: Category A consists of 17 major cities where wages will be $500 weekly; Category B consists of 15 secondary market cities where wages will be $450 weekly; Category C, 100 cities with wages of $400. The agreement stipulates a six-day week, with a maximum of 13 performances a week. Additional performances are paid on a pro-rata basis.

Wages paid to musicians engaged to provide music to the circus by the non-AFM contractor during the boycott were only $300 a week.

All musicians will be covered by the federation pension plan, with a contribution rate increased to 6 percent. The contract term is for three and one-half years.

Nominations for officers and executive board members were to be made later in the convention.

Speakers welcoming delegates to the opening session included Gov. George R. Ariyoshi of Hawaii; Rep. Daniel K. Akaka (D-Hawaii) President Walter H. Kupau and Executive Sec. A. Van Horn Diamond, of the Hawaii AFL-CIO.

WORKERS DEFENSE LEAGUE marked its 41st anniversary with a dinner in New York honoring Jacob Sheinkman, left, secretary-treasurer of the Clothing & Textile Workers. He receives the David L. Clendenin Award from Industrial Union Dept. Sec.-Treas. Jacob Clayman, last year's recipient. Bayard Rustin, right, was the dinner chairman. The award is named for a founder of the workers' rights organization.

Youth Job Bill To Aid 200,000 Near Passage

(Continued from Page 1)

Meanwhile, the Senate voted approval of labor-backed Mass Transit legislation and the House defeated an attempt to slash funds for the Occupational Safety & Health Administration.

In other action, the House Agriculture Committee approved a food stamp reform bill reasonably close to the labor-endorsed measure the Senate passed. And the Senate Human Resources Committee voted unanimous approval of a measure Chairman Harrison A. Williams, Jr. (D-N.J.) said "would prohibit sex discrimination against pregnant workers and guarantee them rights extended to workers with other disabilities."

The Mass Transit bill passed by the Senate authorized an additional $5 billion into the pipeline for federal construction grants and operating subsidies for subways and buses.

When the House took up the appropriations bill for the Labor Dept. and the Dept. of Health, Education & Welfare, conservatives mounted a series of attacks on the job safety and health program.

An attempt was made by Rep. Steven D. Symms (R-Idaho) to cut $6 million from the OSHA budget, reducing it to last year's level. He argued that OSHA shouldn't get any more money until it regained "the people's confidence." But the House rejected the budget cut, 231-162.

The only adverse action was voice vote approval of an amendment by Rep. John Rousselot (R-Calif.) requiring that OSHA regulations be accompanied by "economic impact" statements. A presidential executive order currently requires such statements, but labor has protested that the effect has been to delay issuance of regulation and subordinate worker safety to employer costs.

The House Agriculture Committee's food stamp bill includes the key provision of no-charge stamps for low-income families, instead of the present requirement that eligible persons buy a month's allotment of stamps before being eligible for free bonus stamps.

The committee rejected conservative attempts to bar needy families of strikers from food stamps. An attempt to impose such a ban as a rider to an Agriculture Dept. appropriations bill on the House floor was ruled out of order.

On the pregnancy benefits bill, the Senate committee was drafting a report spelling out the details of the measure.

Contract Act Protection Urged for Professionals

Unions representing professionals urged Congress to close a loophole in the Service Contract Act that gives an advantage to firms paying the lowest salaries and providing the fewest benefits.

Jack Golodner, executive secretary of the Council of AFL-CIO Unions for Professional Employees, told a House subcommittee that present law "unjustifiably" puts salaried professionals who are not part of management in the same exempt category as executives and excludes them from the law's protection.

The Service Contract Act was designed to protect area pay standards on services contracted for by federal agencies, just as the Davis-Bacon Act protects standards on federally-financed construction and the Walsh-Healey Act sets minimum pay levels for production of goods sold to the government.

Originally, the Service Contract Act covered only blue-collar service workers. It was extended to include white-collar employees last year, except for executive, administrative and professional employees.

The broad exclusion of professionals penalizes many persons who earn less than skilled craftsmen covered by the law, Golodner noted. Actors, engineers, nurses and other professionals need protection against "wage-busting" as much as any other group of workers, he said.

"The Service Contract Act was designed to prevent the federal government from becoming an unwitting partner to wage busting," he said. "The theory is that those who compete for government contracts for services should not do so on the basis of their ability to undercut salaries and benefits."

But if the professional exemption remains, he warned, "such wage busting will continue to enjoy a green light with respect to the growing number of government services that are dependent upon the work of professional people. And the practice will grow as these occupations grow and assume an ever greater significance in the American labor force."

Golodner urged approval of legislation that would include under the law's protection all employees other than those serving in executive or administrative positions.

Rep. Frank Thompson (D-N.J.), chairman of the Labor-Management Relations subcommittee holding hearings, said the law should be re-examined because "there have been many reported cases of a contractor cutting back on the wages paid its professional employees in order to win a contract bid."

Professionals are "caught in a squeeze," Thompson noted, and "become the bargaining chips of competing contractors."

ILO Reforms Blocked By Communists, Arabs

(Continued from Page 1)

tions of the ILO standards guaranteeing trade union and other rights.

The report by the committee on the application of ILO conventions and recommendation would have channeled to the ILO's special panel of independent legal experts for examination of Arab allegations of "racism" and violations of trade union rights by Israel in the occupied Arab territories.

By obtaining enough abstentions in the assembly of worker, employer and government delegates to kill the report for lack of a quorum, the Arab states made clear their determination to pursue their disruptive course of condemning Israel without "due process."

The other major blow to American hopes to see the 135-nation ILO return to its basic tasks was the assembly's failure to act on a proposal from the Governing Body, to amend its rules to permit the screening out of politically loaded propaganda resolutions.

Earlier, addressing the annual conference, Brown rejected the charge that in calling for ILO reforms American labor was seeking to reshape the organization. "What we seek through our action is a return of the ILO to its original character," he said.

"We hope that the conference will have demonstrated at this session the beginnings of a return to due process, to respect for ILO procedures, to the elimination of the double standard in the treatment of human rights, to the depoliticization of the organization and to the strengthening of ways and means to reinforce the tripartite system," Brown continued.

Marshall had reaffirmed earlier before the assembly that the Carter Administration was squarely behind the position taken by U.S. labor.

The U.S. worker delegation was generally pleased with the accomplishments so far of the conference committee that examines how the 135 member states observe their ILO commitments.

Edward Hickey, the worker representative on the committee, noted that the committee had rejected a Soviet bid to abandon the listing of states found guilty of "continued failure to implement fully" an ILO convention or treaty, after ratifying it.

The conventions, as well as the less binding recommendations, spell out the standards on trade union and other human rights, working and social conditions to be observed.

Another setback for the Soviet Union was naming the military dictatorship in Ethiopia—backed by the Soviets—as being guilty of continued violations of the convention guaranteeing workers the right to join freely together in unions of their choice.

The committee recorded also its dissatisfaction with the responses from both Czechoslovakia and the Soviet Union to previous criticism. The committee stressed the "urgent need" for Czechoslovakia's Communist government to provide information showing that it respects the convention guaranteeing equal job rights irrespective of political views. Similarly, it noted the continued doubts of many of its members as well as of the expert group that workers are free to form unions of their choice in the Soviet Union.

The assembly approved a two-year budget of $169,074,000 for 1978-1979, an increase of 5 percent over the preceding two years. However, the assembly authorized the ILO Governing Body to make necessary cuts should the U.S. withdraw in November. The U.S. contribution covers about 25 percent of the budget.

PROFESSIONALS EMPLOYED by firms with government service contracts should have the same prevailing wage protection given other workers, the Council of AFL-CIO Unions for Professional Employees testified at House hearings. Sharing the witness table, from left: Stanley Wisniewski, research director of the Service Employees; James Lyons, legislative representative of the Professional & Technical Engineers; Jack Golodner, executive secretary of the council, and his assistant, Dennis Chamot.

Court Upholds Ruling:

States Can Bar Aid To Striker's Family

A 5-4 Supreme Court majority has upheld a federal welfare regulation that allows states to define unemployment so as to deny assistance to needy families of strikers, persons fired for cause, and those who quit their last job.

The controversial regulation was drawn up by the Dept. of Health, Education & Welfare during the Nixon Administration, and put into effect over strong protests from the AFL-CIO and a broad array of religious and social service groups.

It applies to those states—currently 26—that provide aid to families with dependent children when a family's poverty stems from the unemployment of a father. The program is referred to as AFDC-UF, and is financed jointly by the federal government and participating states.

Neither the regulation nor the court decision affects states that do not allow AFDC payments to any family with an able-bodied father in the home. The optional AFDC-UF program was adopted to avoid the breakup of homes where a jobless father would be forced to desert his family so they could obtain welfare.

An earlier HEW regulation set a federal definition of unemployment for the purposes of the law, based on hours worked per month, that did not differentiate as to the cause of unemployment.

In a case brought by a legal aid group, a federal appellate court and ultimately the Supreme Court ruled that Maryland violated these HEW guidelines by refusing benefits to a needy Baltimore family because the father's unemployment resulted from a strike.

HEW's response was to rewrite its regulation to allow a state, if it wished, to specifically disqualify families of strikers or to adopt the same definition of unemployment used in determining eligibility for unemployment compensation.

When HEW went ahead with its state option regulation, both a federal district court and the U.S. Court of Appeals for the 4th District ruled that the HEW regulation was overly permissive and contrary to the intent of Congress that the program be administered uniformly in the participating states.

That was the position taken also by Supreme Court Justice Byron R. White in a dissent joined by Justices William J. Brennan, Jr., Thurgood Marshall and John Paul Stevens.

The legislative history of the law and its amendments "plainly reveals that Congress contemplated a federal definition of unemployment applicable to all states that adopt the AFDC-UF program," White wrote in his dissent.

He cited both documents and debates indicating that Congress in 1968 directed HEW to set a definition of unemployment because eligibility standards differed so widely from state to state.

But the court majority, in an opinion by Justice Harry A. Blackmun, held that the congressional goal of greater uniformity "can be met without imposing identical standards on each state."

Blackmun found that it was "reasonable" to allow states to define unemployment in terms of their own unemployment compensation laws rather than to accept the federal definition.

STRATEGY SESSION to step up the nationwide boycott of Coors beer is held at AFL-CIO headquarters as representatives of Directly Affiliated Local Union 366 confer with officials of the federation's Dept. of Organization & Field Services. Included in the discussions were department Director Alan Kistler, left foreground, and President Norman N. Pledger, right, of the Colorado AFL-CIO. More than 1,500 workers at the Coors brewery in Golden, Colo., have been on strike for better working conditions and over other issues since Apr. 5. The boycott has full support of the AFL-CIO.

40-Year Minimum Wage History Exposes Opponents' False Claims

Opponents of a higher federal minimum wage level are using the same false claims today that confronted enactment of the first wage law.

But, writes Gus Tyler in a recent issue of the Federationist, the AFL-CIO's monthly magazine, the weakness of their argument is readily exposed by a review of what has been learned in the nearly 40 years since the Fair Labor Standards Act became effective in 1938.

Tyler, assistant president of the Ladies' Garment Workers and a newspaper columnist, documents the case that higher minimums over the past four decades have not adversely affected employment.

Since 1938, the minimum wage has been raised in a series of steps from 25 cents an hour to $2.30 an hour and coverage has been widened to include millions of workers in categories not originally included in the FLSA.

Now, a change in the process of determining minimum wage is before Congress—a change that Tyler says flows naturally from the country's experience with the minimum wage law.

"The new approach seeks to put on a regular, statistical, scientific basis what has in the past arisen out of irregular, transient, and often highly emotional processes," he observes. "The proposal is to establish a rational and equitable relationship between the federal legal minimum and U.S. wage levels as a whole so those at the bottom shall not always find that their catchup with other wage workers is always too late and too little."

The AFL-CIO is seeking a substantial increase beyond the present $2.30 minimum, with automatic increases tied to rises in the average manufacturing wage.

Tyler notes that the Labor Dept. has issued regular reports showing the end result of successive increases in the minimum wage has been an improved standard of living, along with increased productivity and greater employment without inflation.

In 1966, the Secretary of Labor reported to Congress that employment in the United States rose while unemployment dropped after four increases in the statutory minimum wage. In 1968, a report to Congress disclosed that for the first time in the FSLA's history the $1.60 minimum yielded an above-poverty wage to a full-time, year-round worker.

As for the impact of this historic minimum on jobs, the report noted that total employment continued to rise from 72.2 million in January 1967 to 74.6 million in September 1967, an increase of almost 2.5 million workers.

Since 1968, however, inflation has moved steadily upward and by the early part of 1977 the minimum wage once again had fallen well behind the poverty level. In effect, Tyler observes, after 30 years to achieve the goal set by the FSLA—a wage level sufficient to give workers a decent living standard—"we have been moving backwards."

Although the experience of the past four decades reveals that the ascending minimums have helped women, non-whites, youth, the South and the nation as a whole, those who oppose higher minimums still trot out the same discredited arguments that further increases will result in more unemployment and fewer jobs, Tyler says.

"Even the respected New York Times, in a March 1977 editorial, echoed the statement that has been proved false over and over again," Tyler notes. " 'Just how many jobs would disappear is not known' " stated the Times, " 'but a rough calculation puts the figure between 200,000 and 1 million.' "

"The 'rough calculation' of the Times runs totally contrary to our 40 years of experience," Tyler declares.

Postal Rate 'Disparity' Challenged by ILPA

The International Labor Press Association has objected to a "gross disparity" in the treatment of bulk mailings favoring the National Right to Work Committee and Common Cause over the labor press.

In a letter to Postmaster Gen. Benjamin F. Bailar, ILPA Sec.-Treas. Allen Y. Zack charged that established Postal Service procedures have been shortcircuited to grant the two organizations non-profit status for bulk mailings.

Both Common Cause and the National Right to Work Committee fit the definition of "education action" organizations which, under present Postal Service regulations, are denied non-profit bulk permits, Zack said. No proposed change in the regulations had been published when the decision to grant the two organizations their permits was made, he noted.

"In fact, the Postal Service admits that such changes were only 'contemplated,' " Zack said. "The public had no opportunity to comment on such a major change in postal regulations. Indeed, the decision was made in secret and only came to the public's attention through the Wall Street Journal."

Zack said that the highly irregular procedures would cost the Postal Service more than $600,000 annually for mailings by the R-T-W committee alone.

"We believe the decision in the case of the National Right to Work Committee reflects either sloppy management practices or a deliberate attempt to circumvent postal regulations," Zack declared.

Meanwhile, at the time USPS granted the non-profit status for bulk mailings to Common Cause and the right-wing organization, the labor press and other publications were being forced to suffer "interminable delays" in final clarification of regulations governing public service advertising, Zack said.

ILPA had to wait for the results of lengthy discussions within the Postal Service, the publication of proposed changes, the comment period and publication of the final regulations, Zack said.

"During this time, our member publications were forced to pay higher postal rates or abstain from carrying public service advertisements for Savings Bonds and the United Fund," he said.

He said that the fact that the R-T-W committee was permitted to include in its mailings letters signed by U.S. senators on Senate letterhead stationery constitutes "what appears to be an illegal cooperative mailing since members of Congress are not entitled to non-profit bulk permits."

The labor press has repeatedly been denied the opportunity to mail government information or material from members of Congress unless it paid the regular third-class rate, he said.

Financing Plan Urged To Aid Social Security

(Continued from Page 1)

has recommended some general revenue financing."

Even under the present system, Biemiller noted, Congress has appropriated general revenue funds to pay for wage credits for military service, hospital insurance benefits for persons not otherwise eligible and half the cost of the voluntary insurance portion of Medicare.

"The President is only recommending that Congress expand on a principle which it has already accepted," he declared.

The AFL-CIO also strongly backed other portions of the Administration plan, including:

- Taxing employers on their entire payroll, not just the portion presently covered by the social security tax.

The alternative, Biemiller noted, would be to raise the social security tax rate and that would be even more costly to a majority of employers.

- A periodic increase in the amount of worker earnings subject to the payroll tax, in addition to the automatic adjustments provided by present law. The proposed additional increase in the ceiling on wages subject to tax would be $600 every other year and would affect less than 15 percent of the workers.

While the highest-salaried workers would pay more, they would be earning higher future benefits since social security benefits are linked to taxable wage levels.

- Correction of a technical flaw in the present law which under present economic conditions would result in excessive payments to some future retirees. The Administration proposal would link retirement benefits to average wages and would assure that future retirees are at least as well off in terms of wage replacement as present retirees.

The AFL-CIO testimony urged in addition that Congress remedy a loophole in the present law that allows local and state governments to drop social security coverage for their employees after having initially chosen to come under the program.

Biemiller and Seidman expressed concern that some state and local governments, faced with budget pressures, will be tempted to withdraw from the program to avoid the employer share of the social security payroll tax.

"There is clearly a defect in the law which mandates social security for employers in the private sector and prohibits them from withdrawing while allowing public employers to withdraw," the AFL-CIO said.

"It was never intended that retirement income, survivor benefits, medical care and disability benefits for millions of Americans could be withdrawn merely to satisfy the interest of employers. When the loss of such programs is threatened for so many, there is clearly a need for Congress to act to require public employers, whose employees are covered by social security, to maintain that coverage."

In Religious Accommodation Case:

High Court Upholds Validity of Seniority

An employer's obligation to seek a "reasonable accommodation" of a worker's religious beliefs does not require a company or union to violate a non-discriminatory seniority system, the Supreme Court ruled.

Its 7-2 decision added emphasis to a series of recent cases in which the Supreme Court upheld the operation of negotiated seniority systems against claims of illegal job discrimination because of race, religion, sex or national origin.

In the latest case, the Supreme Court majority found that Trans World Airlines had met its legal obligation to try to accommodate an employee who became a member of a religious group that prohibits work on Saturdays. The worker was eventually fired after efforts to meet his special needs proved unsuccessful.

Justice Byron White, who wrote the court's decision, stressed that the seniority provisions of the contract between TWA and the Machinists "was not designed with the intention to discriminate against religion," and did not do so. White added:

"Collective bargaining, aimed at effecting workable and enforceable agreements between management and labor, lies at the core of our national labor policy, and seniority provisions are universally included in these contracts."

The Supreme Court also rejected the reasoning of an appellate court panel that had suggested as a possible alternative that TWA could hold over an employee from an earlier shift or have a worker on a later shift report sooner.

"Like abandonment of the seniority system, to require TWA to bear additional costs when no such costs are incurred to give other employees the days off that they want would involve unequal treatment of employees on the basis of their religion," the court held.

It said that since the chief concern of Congress was to eliminate discrimination in employment, the Civil Rights Act can't be construed "to require an employer to discriminate against some employees in order to enable others to observe their Sabbath."

A dissent by Justice Thurgood Marshall, joined by Justice William J. Brennan, Jr., said the cost of accommodating the employee's religious convictions would not, in fact, have been unduly burdensome to TWA and challenged whether a sufficient effort had in reality been made.

In another case of interest to unions, the Supreme Court unanimously held that the federal Longshoremen's & Harbor Workers Compensation Act applies to injuries suffered in loading or unloading container cargo at locations other than at the site where a ship is being unloaded.

Justice Marshall's decision noted that "modern cargo-handling techniques had moved much of the longshoreman's work off the vessel and onto land." He said this is what Congress had in mind in enacting 1972 amendments which broadened the scope of the worker protection law.

A New Campaign

New Mine Safety Bill Wins Senate Approval

(Continued from Page 1)

between two separate mine safety laws, one for coal and another for hard rock," he noted.

Hard rock miners have had inferior protection, Biemiller said, "despite the fact that the fatality frequency rate is actually higher in underground hard rock mines than in underground coal mines. Each of the two existing statutes has deficiencies which demand correction, and each is further hampered by the fact that each is administered by a department of government which has so many other responsibilities that miners' safety has never received adequate attention."

One of the improvements made by the Senate bill gives worker representatives the right to accompany mine safety inspectors, and to do so without loss of pay.

It also would protect workers against reduction in pay if they are transferred to another job because of health or safety hazards.

The Senate bill would require a minimum of four inspections a year for each underground mine and at least two inspections a year for surface mines.

It provides for safety and health standards for all types of mining, but specifies that no standard shall be weaker than those presently in force. The Secretary of Labor is also empowered to issue temporary emergency standards.

The bill strengthens the enforcement procedure of the present Coal Mine Health & Safety Act and imposes on all mine operators a general obligation to provide a workplace "free from hazards."

During the two-day debate, the Senate rejected labor-opposed amendments that included:

- A proposal to require economic impact statements before a new safety regulation could be promulgated. This was beaten, 57-29.
- An amendment that would have gutted the bill completely, retaining separate laws and leaving enforcement under the Interior Dept. It was defeated, 66-30.
- A proposal to allow states to enforce their own safety and health plans, beaten 61-36. The Senate bill would allow a state to impose stiffer standards if it wished, but not to take over enforcement of the federal law.

It would also expand the mine safety law jurisdiction to include some uranium enrichment processes not previously covered.

A companion bill has been approved by the House Labor Committee, with floor action likely in July. It is similar to the Senate version, but somewhat less effective from labor's viewpoint.

Last year, the House passed a mine safety bill but in the face of a Ford Administration veto threat the Senate took no action.

This year, the measure has White House support and Interior Sec. Cecil Andrus testified for it at House and Senate hearings.

It has been a major legislative crusade of the Steelworkers since 1972, when 91 USWA members were killed in Idaho's Sunshine Mine disaster.

AFTRA Signs New Contracts With Networks

New York—The Television & Radio Artists approved new three-year agreements with the major networks, calling for significant improvements in wages and fringe benefits.

AFTRA Executive Sec. Sanford I. Wolff said the contracts, retroactive to November 1976, cover the services of members employed by ABC, NBC and CBS television and radio networks in Los Angeles, New York, Washington, Chicago, and San Francisco.

Contracts covering prime-time dramatic programs are negotiated separately, as are contracts covering staff announcers, news gatherers and freelance performers in New York, Los Angeles and Chicago. Bargaining for these workers has been "substantially concluded" in Chicago and Los Angeles and are continuing here, Wolff said.

Among improvements under the new contracts is a $105 weekly wage increase in the base pay of news broadcasters over the life of the agreements.

Actors in daytime dramatic serials will receive liberalized vacations, and crediting of over-scale arrangements, and fees and hours. TV rates were increased 15 percent, with an additional 5 percent hike for dancers in November. Radio program rates are up 15 percent for actors and singers.

The agreements also stipulate that singers whose voices are heard on a TV program by means of a partial recorded track provided by a record company will be paid exactly the same as they would receive if actually employed on the program.

Also, the networks agreed to refer to a joint union-industry committee AFTRA's proposal to set a time-frame within which women would be assured equal treatment in employment.

Soaring Health Costs Spur Insurance Drive

(Continued from Page 1)

Insurance, (CNHI), formed eight years ago to secure passage of a national health insurance plan. Leonard Woodcock, chairman of CNHI and president-emeritus of the Auto Workers, told a news conference that President Carter renewed his support of national health insurance in a meeting with him and others, and that the Administration "will frame a health insurance program this calendar year."

With Woodcock in his meeting with Carter were Douglas A. Fraser, newly elected president of the Auto Workers and chairman-elect of CNHI, and Kenneth Charron, former director-general of the Canadian National Health Insurance System. AFL-CIO Sec.-Treas. Lane Kirkland is secretary of CNHI.

Woodcock said the Administration plans to submit its health insurance proposal to Congress early in 1978. He said he was encouraged by Carter's remarks that any national health insurance plan should be "mandatory" and "comprehensive."

CNHI called the meeting to focus attention on the soaring costs of health care in America and to urge participants to press their congressional delegations for early action on Health Security.

Max W. Fine, CNHI executive director, said the conference was designed to dispel the myth that the nation's problems in health care are "pretty well taken care of" and that only a relatively small minority of people are not covered by either private health insurance or by governmental programs.

"The myth created by the insurance industry's public relations experts is that 80 percent of Americans are 'covered' by private health insurance and that government is taking care of everyone else," Fine said. "The reality is that even people 'covered' by health insurance are being bankrupted by medical costs that are not covered."

In cooperation with other national groups, including the AFL-CIO and individual labor unions and health care organizations, CNHI has established active state and local committees in 40 states and 200 communities, Fine said.

Nearly 100 members of Congress are co-sponsors of the Health Security legislation.

House Group Shapes Energy Tax Program

The House Ways & Means Committee completed preliminary action on the tax-related aspects of President Carter's energy proposals, but its decisions were subject to change during the actual markup of the bill.

It approved the Administration plan for an oil "equalization tax" at the wellhead, which would raise the cost of domestic oil to that of imported oil. Repeated price increases by Mideast oil producers have sharply inflated the price of oil imports.

The higher price to consumers, the Administration contends, would encourage voluntary conservation measures.

The AFL-CIO criticized the equalization tax. It would delegate to the oil-exporting nations the power to determine U.S. energy prices, the federation's Executive Council stressed.

To lessen the burden on consumers, the bill would return the oil tax revenues through a payment to every adult—through a tax credit or a direct payment for those who are not taxpayers. The committee rejected, 21-16, a Republican-initiated proposal to rebate part of the wellhead tax to oil producers to encourage new oil exploration.

In other tentative decisions, all subject to reconsideration, the committee:

- Approved Carter's plan for a "gas guzzler" tax on automobiles with low miles-per-gallon rates, but rejected his proposal for a rebate to purchasers of more efficient cars —a step that would have encouraged small car imports.
- Rejected the Administration proposal for a standby gasoline tax if consumption continues to rise.
- Approved a 20 percent tax credit on household expenditures for insulation and other energy-conserving steps undertaken after Apr. 20, 1977, with the maximum credit limited to $400.
- Voted to repeal the itemized tax deduction for state gasoline taxes, a step the AFL-CIO opposed as a tax rise not related to the conservation goal.

Nolan Named to Public TV Study

New York — Kathleen Nolan, president of the Screen Actors Guild, has been named to a 20-member panel to study the future of public broadcasting. The Carnegie commission includes representatives of the performing arts, education and television.

The commission, to be headed by William McGill, president of Columbia University, will report in early 1979. President Carter issued a statement greeting the creation of the commission, recalling that the report of the first commission 10 years ago was a "landmark."

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Copper Strikers Win 2 Key Settlements

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Pattern Set In Coalition Bargaining

Phoenix, Ariz. — Two of the nation's biggest copper producers reached agreement with a coalition of unions just hours after picket lines were set up. But 30,000 copper workers remained on strike at mines, smelters and refineries of six other major companies.

The two early settlements were at Kennecott Copper Corp., where nearly 10,000 union members are employed, and Magma Copper Co., with about 5,000 workers in bargaining units.

The Steelworkers represent more than four out of five copper workers, but 23 unions have members at copper plants and coordinate their bargaining through the National Nonferrous Industry Conference.

Both the Kennecott and Magma settlements were unanimously approved by conference delegates from all the affected unions.

By contrast with the unions, management ranks have been divided with some company officials quoted as strongly critical of the firms that settled. But as the negotiating spotlight shifted to Anaconda Inc., union officials were optimistic that the industry pattern has been set and would prevail.

In addition to Anaconda, the strike continues at Phelps Dodge Corp., the second largest producer; Asarco, Inc.; Inspiration Consolidated Copper Co.; Cities Service, and U.S. Metals.

Most of the copper producers, seeing their companies in a strong bargaining position because of a surplus of copper on the world market and strike-hedge stockpiling by customers, sought to cut back on existing benefits. Their initial offers coupled small wage increases with limitations on existing cost-of-living escalators and called for worker contributions to health insurance premiums.

The two settlements continued both the uncapped cost-of-living escalator and full employer payment of health benefits.

They also provide wage increases totaling 85 cents an hour over the three-year contracts, with part of that amount earmarked for job upgradings and other inequity adjustments.

Specifics vary with the companies, but the Kennecott contract provides 21 cents a year in direct pay increases, plus an average increase of 22 cents an hour over the term of the contract in job grade adjustments.

Pension benefits will go up by $1 a month times years of service in both the second and third con-

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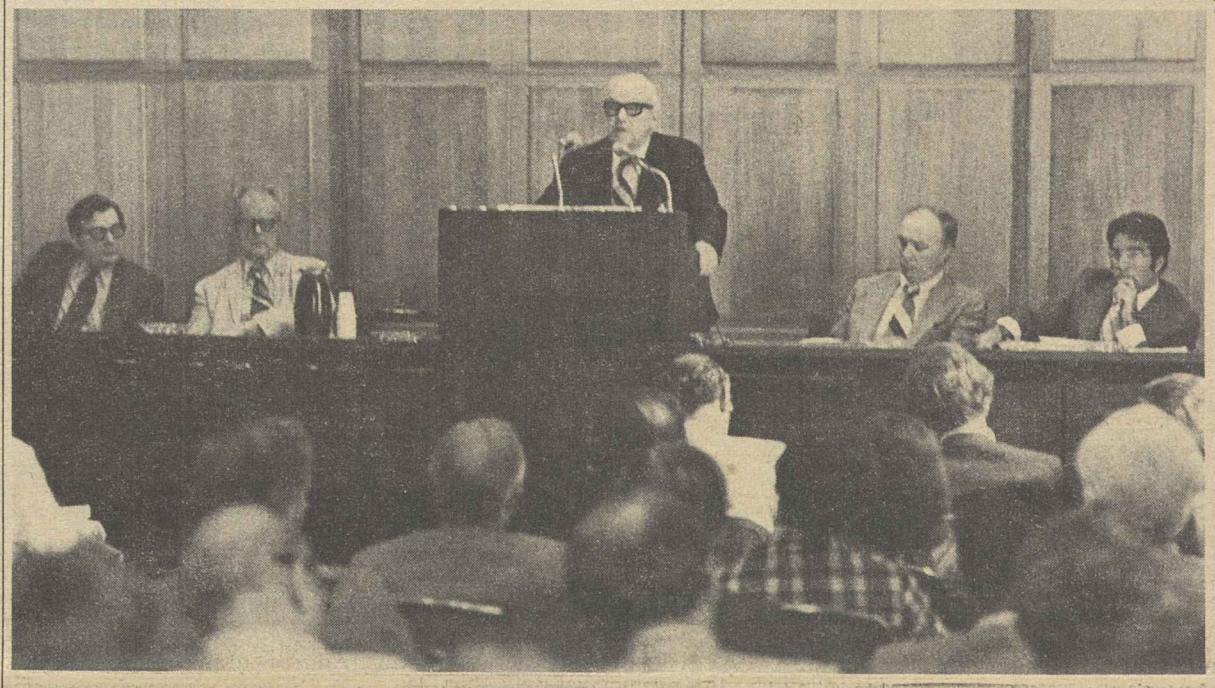
Grass-Roots Drive Builds For Legislative Program



FULL PARTICIPATION of AFL-CIO affiliates in the legislative campaign to reform federal labor law is urged by Federation President George Meany in an address to international union presidents and their representatives. It was the first of four strategy sessions being conducted by the AFL-CIO Task Force on Labor Law Reform. Others addressing the meeting included from left, Sec.-Treas. Lane Kirkland, Legislative Director Andrew J. Biemiller, Thomas R. Donahue, Meany's executive assistant, and Task Force Director Victor Kamber.

Major Bills Await Votes In Congress

The AFL-CIO has called on its state and local central bodies for a grass-roots lobbying effort to get labor's legislative program back on track in the second half of the congressional session.

Home district communications are "vitally important," AFL-CIO Legislative Director Andrew J. Biemiller said, and essential to counter increased pressure on Congress from business interests and right-wing groups.

As Congress returned from a weeklong recess—approximately at the midpoint of the session—the agenda of unfinished business included these issues:

Hatch Act Reform: The House-passed bill to give 2.8 million federal and postal workers the right to take an active part in politics remains bottled up in the Senate Government Affairs Committee. A postcard and letter-writing campaign helped get it through the House by a decisive margin; government worker and postal unions are asking a renewed effort in the Senate.

Strip Mining Controls: A House-Senate conference agreement requiring strip coal miners to restore the land they tear up awaits final congressional approval, which is considered certain. It is similar to legislation President Ford vetoed.

Natural Gas Deregulation: This is certain to be a major consumer issue and a vote in the House Commerce Committee indicates the closeness of the battle. The committee defeated by only a 22-21

(Continued on Page 11)

Minimum Wage Impact:

Chamber Rebuffed On 'Deceitful' Study

A University of Michigan professor charged that the Chamber of Commerce was "way off" in its predictions of dire economic consequences if Congress should raise the minimum wage.

Prof. Edward M. Gramlich said the Chamber apparently based some of its data on an inflation study he did last year. But he said neither his findings nor another academic study dealing with the employment impact of minimum wage legislation justified the Chamber's "rather blatant assertions."

Rep. John H. Dent, chairman of the House subcommittee dealing with wage-hour legislation, put Prof. Gramlich's disavowal in the Congressional Record as evidence of what he termed the Chamber of Commerce's "deceit."

Dent, who has sponsored a bill to raise the federal wage floor to $2.85 an hour, charged business foes with having attempted to mislead Congress with false claims that a higher minimum wage will add substantially to unemployment and inflation.

AFL-CIO Legislative Director Andrew J. Biemiller, meanwhile, has sent to every House member an AFL-CIO rebuttal to the Chamber of Commerce assertions.

"The AFL-CIO strongly believes that when the facts are honestly presented and fairly discussed, improved minimum wage legislation will be approved," he wrote.

"That's why we want to begin this debate by clearing the decks of all blatant misstatements."

Biemiller enclosed also a copy of AFL-CIO President George Meany's letter to Dent accusing the Chamber of Commerce of plucking statistics "from thin air" in order to produce "a predetermined result."

Distortion of research data, Biemiller warned, is a sample of what can be expected from groups "that are waging an all-out fight to keep wages below the poverty level."

Labor, Rights Link Stressed On Joint Goals

St. Louis — The AFL-CIO and the NAACP must continue working together to see that the promises of constructive legislative action made during the 1976 election campaign are translated into reality, Federation President George Meany said in a message to the civil rights organization's annual meeting.

Meany's letter to retiring Executive Director Roy Wilkins noted that last year's election efforts brought labor and the civil rights

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Shoe Union to Merge With Retail Clerks

Bal Harbour, Fla.—The 27th convention of the Boot & Shoe Workers wound up 82 years of labor history by approving a proposal to merge with the Retail Clerks. A vote of 178 to 2, with 2 abstaining, clinched the merger approval.

The delegates also re-elected all incumbent officers with the only change being the election of John Farrell and Norman Helgestadt as auditors succeeding John Justen and Norman Roney, both of whom resigned.

Though merger was the prime item on the convention's agenda, the delegates also discussed constitutional changes and approved an increase in minimum dues to $6.50 a month, $3.75 of which represents per capita payments to the international, including 25 cents for the strike fund.

Major speakers included Retail Clerks Sec.-Treas. William Wynn

(Continued on Page 2)

'Soft Spots' Seen Posing New Recession Threat

Economic storm clouds threaten to wash away a faltering recovery and plunge the nation into a new recession next year, AFL-CIO Research Director Rudy Oswald warned.

Oswald criticized the Administration's overly timid approach to unemployment and its tendency to let the jobless rate follow a "so-called natural path."

More has been done than under the Ford Administration, Oswald agreed in a radio interview. "But much more needs to be done," he stressed.

"There are additional job opportunities that could be made available in public works; there is great need for rehabilitation of our railroads. . . . We need more and better housing and lower interest rates," he declared.

After two years of snail's pace recovery from the worst of the recession, Oswald noted, the unemployment rate is still close to 7 percent, higher than in any other recession since World War II.

"Basically," he said, "the economy has run out of steam very early in terms of growth comeback

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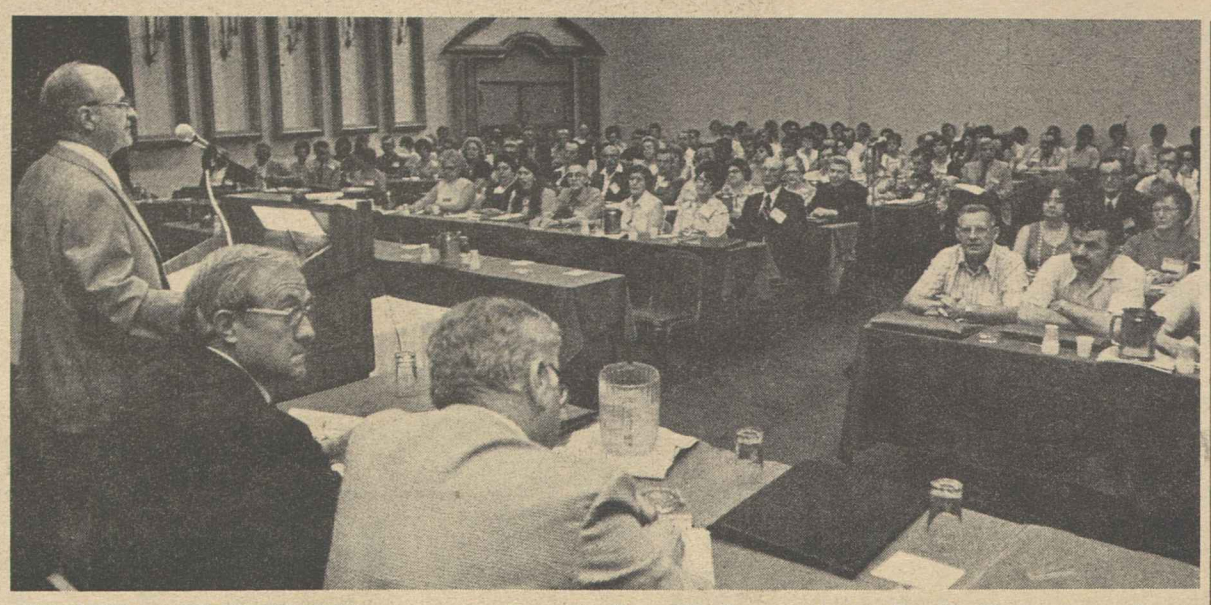

MERGER AGREEMENT between the Boot & Shoe Workers and the Retail Clerks is outlined to the shoe union's convention by President John E. Mara. Delegates approved the merger action by a vote of 178 to 2. The RCIA executive board unanimously approved the merger.

Boot & Shoe Workers, Retail Clerks to Merge

(Continued from Page 1)

and Vice President Jay Foreman, assistant to RCIA President James Housewright. Both covered items of transition and administration involved in completing the merger effective Sept. 1. The RCIA approved the merger by a unanimous vote of its executive board following the Boot & Shoe Workers' convention.

The move to link the 30,000-member Boot & Shoe Workers with the 700,000-member Retail Clerks comes after a series of talks over a five-year period aimed at achieving a merger with the United Shoe Workers. When that proved unreachable, the focus of the talks shifted toward merging the two shoeworker unions into the RCIA.

The Clerks and the Boot & Shoe union were able to agree on merger terms acceptable to both groups to culminate that stage of the negotiations, but discussions are still continuing with the United Shoe Workers. RCIA also is involved in merger talks with the Meat Cutters & Butcher Workmen and the Retail, Wholesale & Dept. Store Union.

BSWU President John E. Mara told the convention of the overwhelming benefits to shoeworkers outweighing the "understandable sadness" of the occasion. He cited greater coordination of industry-wide bargaining, increased political strength, stepped-up organizing campaigns, and added steel in negotiations as practical reasons for merger.

"Worshipping the past for the sake of the past cannot take care of the inadequacies of the present," he added. "We need the strength and the assurance of the Retail Clerks to begin our long overdue campaigns to win the thousands of unorganized shoe workers still outside the pale. This merger gives us the tools, the strength, and most importantly, the real potential of doing this job, organizing the entire shoe industry."

Terms of the merger agreement provide for Mara to head the shoe division within the Retail Clerks.

In his report to the delegates on the negotiations with Taiwan and Korea, in which he represented the BSWU as an adviser, William Scanlan described the results as "not great, but good."

"Nothing short of complete embargo on footwear from these low-wage countries, would have been great," Scanlan said. "But in a situation which has been worsening steadily each year, the cutbacks of 44 million pairs of footwear which begin at the end of June are a good start. The four-year agreements open up an opportunity for American footwear manufacturers to regain this part of the domestic market they have seen slip out of their grasp." Talks with other low-wage shoe producing countries are being set up for full scale negotiations.

Other convention speakers included Sec.-Treas. Earl McDavid, of the AFL-CIO Union Label & Service Trades Dept.; Thomas Moran, assistant to AFL-CIO Sec.-Treas. Lane Kirkland; Thomas R. Donahue, executive assistant to AFL-CIO President George Meany; and Marvin Fooks, director of the Labor Dept.'s Office of Trade Adjustment Assistance.

Musicians Up Per Capita to $10 a Year

Honolulu—The Musicians, which for years has maintained one of the lowest dues structures of any international union, voted at its annual convention here to increase the per capita paid by local unions from $8 to $10 a year.

AFM President Hal C. Davis said the increase was needed to overcome the union's deficit and help meet rising administrative costs.

Davis won his seventh annual term as president, defeating Jerry Spain of San Francisco, while eight other incumbent officers, including Sec.-Treas. J. Martin Emerson, also were re-elected.

In other action during the four-day convention, the union endorsed the Health Security plan proposed in Congress by Sen. Edward M. Kennedy (D-Mass.) and Rep. James Corman (D-Calif.) as the "only legislation that meets all the tests for a viable national health insurance plan."

Delegates also urged repeal of the Lea Act which has permitted "great financial gain" for the broadcasting industry at the Musicians' expense by forbidding the union to negotiate effectively with radio stations that play recorded music without compensating the artists.

The convention also pledged support of proposed legislation "to make available new sources of funding for America's hard-pressed artistic institutions."

CLC Leader Elected Head Of ILO Body

Geneva — The International Labor Organization's Governing Body broke with tradition at its latest session here to elect unanimously Joe Morris, president of the Canadian Labor Congress, as its chairman for the usual one-year term.

The choice of a trade unionist to preside over the executive council of 56 worker, employer and government delegates was a first for the 58-year-old ILO.

Since the founding of the agency following World War I, the Governing body chairmanship had always gone to a government representative.

Morris, long-time leader of the worker delegates, acknowledged in his acceptance speech that the organization had come upon difficult days.

He was alluding to the possibility that the United States will withdraw in November following the stalling by a Communist-Third World coalition at the ILO's annual conference of reforms that would rededicate the organization to its fundamental task of defending human and trade union rights.

With the full support of the AFL-CIO, the United States in 1975 gave two-year notice of its resignation unless the ILO turned away from political issues and from a "double standard" in weighing how member states respect their pledges.

At its brief meeting following the assembly session the Governing Body established a committee consisting of an Austrian trade unionist, an Australian employer and a Venezuelan diplomat to investigate a complaint against Czechoslovakia.

Filed by the International Confederation of Free Trade Unions, the complaint details how men and women who seek to uphold human rights in Communist-ruled Czechoslovakia are denied the possibility of earning a living.

This is in direct violation of Czechoslovakia's commitments under an ILO convention banning all discrimination in employment for political, religious, race or other reasons.

Puerto Rico to Pay Back Wages

San Juan, P.R.—The Puerto Rican government has agreed to pay some $1 million back wages to 14,000 workers on government-operated sugar farms and sugar mills, and to implement the wage rates specified in a Labor Dept. wage order.

Payments will be retroactive to last Nov. 1, the effective date of the order. The government had sought the Labor Dept.'s advice as to the validity of the wage order in the light of a recent Supreme Court decision.

The Labor Dept. concluded that the court decision in the case of the National League of Cities did not apply since agriculture is a "non-traditional" government activity and that the wage rates must be paid to the sugar workers. As of July 1, their minimum wage ranges from $1.75 to $2.20 an hour.

10,000 Benefit:

Paper Workers Win Pattern-Setting Pact

Jackson, Miss.—The Paperworkers ratified a two-year agreement providing substantial increases in hourly wages, pensions and other fringe benefits for some 10,000 members employed by International Paper Co. at 10 of the company's plants in the South.

The settlement, reached here after eight weeks of negotiations, provides for a 10.5 percent wage increase the first year and 10 percent the second year. The first-year average increase translates to an hourly raise of 65 cents, retroactive to May 31. The average increase in the second year is 69 cents an hour.

UPIU President Joseph P. Tonelli said that the settlement will undoubtedly prove to be the pattern-setting agreement for the paper and allied trades industry over the next two years. It represents "a fair settlement for our members," he said.

"It also provides the basis for stability in the industry at a time when many paper companies are inordinately burdened with high environmental abatement costs, and now face the added expense of converting their energy capacity from oil to coal in conjunction with burning their brow liquor and waste wood by-products," Tonelli said.

Pension benefits, which had been a key concern for the union in its eight weeks of bargaining with the company, also were significantly increased. Minimum benefits were raised to $9 a month per year of service from the previous $7.50, and the firm agreed to repay employee contributions made prior to 1970 when the plan became non-contributory. The union estimated that approximately 8,000 workers will receive an average of $3,000 in three installments.

The new contract covers workers at plants in Mississippi, Alabama, Florida, Louisiana, Arkansas and South Carolina. A total of 83 delegates representing 31 UPIU local unions took part in the eight weeks of negotiations. UPIU Vice President Jesse W. Whiddon served as general chairman of the union bargaining team.

The contract also improves the vacation schedule and expands coverage of dependents under the hospitalization and surgical plan. Shift differentials also were increased in both years of the agreement, and improvements were made in meal alowance and funeral leave.

Wage adjustments ranging from 2 to 18.5 cents an hour were negotiated on a plant-by-plant basis for the 10 participating facilities.

The settlement came after the union rejected the company's initial offer and gave notice of intent to terminate an extension of the old agreement within 10 days. The old contract had expired on May 31. Tentative settlement was reached on June 25 and ratified by a majority of the locals four days later.

Performers Group Re-Elects O'Neal

New York—Frederick O'Neal was re-elected president of the Actors & Artistes at the union's eighth biennial electoral convention here.

Harold M. Hoffman was elected treasurer. Elected vice presidents were Chester Migden, DeLloyd Tibbs, H. O'Neil Shanks, Penny Singleton, and Donald Grody.

The Actors & Artistes are made up of the Television & Radio Artists, Actors' Equity, Musical Artists, Variety Artists, Hebrew Actors, Italian Actors, Screen Actors, Screen Extras and the Puerto Rican Artists & Technicians.

Military Service Time Ruled as Pension Credit

A unanimous Supreme Court ruled that veterans who return to their former jobs after military service are entitled to have their time in the armed forces credited for pension purposes as well as seniority.

The decision will mean a $216.06 a month pension for Raymond E. Davis of Birmingham, instead of the $198.95 the Alabama Power Co. tried to pay him.

Davis went to work for Alabama Power in 1936 and, except for two years and seven months in the military during World War II, worked until his retirement in 1971.

In computing his pension, the company refused to credit the period of military service.

A federal district judge upheld his claim and ordered the employer to pay the difference retroactive to the date of retirement.

The company appealed but a federal appellate panel rejected the appeal. Alabama Power carried the case to the Supreme Court.

The Supreme Court's 9-0 decision, written by Justice Thurgood Marshall, rejected the company argument that pension rights are "deferred compensation" for work done. Rather "they are predominantly rewards for continuous employment with the same employer," Marshall said.

The re-employment rights granted by Congress, he stressed, were intended to assure that returning veterans are not worse off in terms of their employment benefits than if they had not served their country.

The government had filed a brief supporting the pension rights and Assistant Sec. of Labor Francis X. Burkhardt welcomed the outcome as a major step in clarifying the Selective Service Act's protections.

"It appears that any pension plan with a vesting requirement would be covered by this decision," Burkhardt said.

In other actions:

- The Supreme Court sent back to lower courts a series of cases involving seniority systems that were challenged as perpetuating the effects of past discrimination against minorities. The court said the cases should be re-examined in view of its recent 7-2 ruling that seniority systems that are not themselves discriminatory are not illegal, but that persons actually discriminated against since the equal opportunity law took effect are entitled to retroactive seniority.
- Approved a lower court finding that a state can't fire a permanent employee for cause without giving him a chance to answer the charges against him.

Special Committee Established:

Newspaper Guild Approves Step Towards ITU Merger

Honolulu — Delegates to the Newspaper Guild's 44th annual convention here approved the creation of a special, blue-ribbon committee to draw up and negotiate terms for merger with the International Typographical Union.

Guild President Charles A. Perlik, Jr., told the convention he considers it "perhaps the most important" action taken by a Guild convention since the 1930s when the Guild voted to expand from an editorial-only union to one embracing all employees not in the printing crafts.

At a meeting immediately after the convention, the Guild's executive board named nine local and regional leaders from the United States and Canada to the merger-negotiation committee and Perlik said its work should be underway before the board's next meeting in October.

ITU President A. Sandy Bevis, in his third address to a Guild convention in as many years, said he will "seek similar legislation" for a counterpart committee from the ITU's convention in August.

On the convention's final day, Perlik and Sec.-Treas. Robert M. Crocker were re-elected to their fifth two-year terms, and Vice President Harry S. Culver was elected to his first term as chairperson, all without opposition.

Five of seven regional vice presidents also were elected by the convention when they were unopposed. Contests in the U.S. northeastern and southern regions and for the six at-large vice presidencies will be resolved in referendum elections Sept. 15-20.

Other actions by the convention included:

- Approval of all-out mobilization by the Guild and its U.S. locals and members in support of the labor movement's campaign for reform of the National Labor Relations Act.
- Support for the Clothing & Textile Workers' boycott of J. P. Stevens & Co. products, including a call for locals to show the union's boycott film, "Testimony," at membership meetings.
- Endorsement of the inclusion of the newspaper industry in a study of concentration within major U.S. industries as proposed in a bill introduced by Rep. Morris Udall (D-Ariz.).

"Without some form of governmental remedy, the trend toward newspaper concentration appears inexorable," the convention said.

- A call upon President Carter to support the Kennedy-Corman Health Security bill and upon the Congress to move the legislation in this session.
- Condemnation of the campaign to defeat legislation to establish a Consumer Protection Agency as an "ombudsman" for consumers, and a call upon Congress to pass the measure without crippling amendments.

In a special order of business the convention protested the "systematic harassment" of the Union of Black Journalists by the South African government and declared the Guild's support for UBJ President Joe Thloloe, in jail since March on charges of producing "an undesirable publication," an issue of his union's newsletter.

Conditions in South Africa were described to the convention by Phil Mtimkulu, the UBJ's national secretary.

Convention delegates approved the special merger negotiation committee after hearing Perlik outline a succession of steps bringing the Guild and the ITU ever closer together at the local and international levels over the past three years.

The merger-terms committee is "the next logical step toward bringing all newspaper employees into a single, united union," Perlik said.

He emphasized that "what we are talking about is the creation of a new union, not the absorption of the Guild into the ITU or the ITU into the Guild."

Both Perlik and Bevis noted that while the unions have been moving closer together, differences still remain since the ITU has been a craft union through nearly all of its 125 years, while the Guild is an industrial union.

The ITU now, however, is "moving steadily" toward becoming an industrial union, Bevis pointed out.

Bevis said the remaining differences have prevented full utilization of the combined resources and abilities of the two unions for their members' greatest benefits.

"This is the year we must actually draw up specific proposals for merger, so that the members of our two unions can give us their final answer as to whether or not we have built a firm foundation on which they wish to construct the strongest and most viable labor union in the graphic arts and communications industry this century has produced," Bevis said.

"Does it make any sense to remain separate, to duplicate our efforts and fragment our strength?" Perlik asked. "We think not," he said.

POST-ELECTION CONGRATULATIONS are exchanged by top officers of the Newspaper Guild at the union's convention in Honolulu. From left are President Charles A. Perlik, Chairperson Harry S. Culver and Sec.-Treas. Robert M. Crocker.

Orderly Growth Urged For Group Health Units

Los Angeles—Reform of the nation's health maintenance organization program must begin with a clearly stated policy that is now lacking, Director Bert Seidman of the AFL-CIO Dept. of Social Security told a gathering here of over 700 HMO representatives.

This includes a set of goals as to how many HMOs will be developed over a stated period of time, the kind of HMOs, and where they are to be developed, Seidman said.

"There must be a well designed program to put prepaid group practice in the major population centers of the county and in many smaller localities as well," he told the Group Health Association of America conference.

"The federal program is in desperate need of reorganization," he said. He called for a single well-coordinated HMO agency with competent and experienced people to administer the federal program. Also, he said, money should be provided by the federal government to develop HMOs of a high quality, and there must be a commitment to a continuing HMO program.

"HMOs are here to stay," Seidman declared. "We must now make the HMO program a continuing program as should have been done four years ago."

Seidman said that much damage has been done in the last four years through maladministration of the HMO Act of 1973 which he called "a poorly drafted law."

"Hopefully, the HMO slate will be wiped clean and we can look upon today as a fresh start," he said, urging the Administration to draft a new policy as quickly as possible.

Seidman said the AFL-CIO, which supported passage of the 1973 law, will continue to work for a realistic HMO program and is optimistic about the future. He noted that both President Carter and Sec. Joseph A. Califano of the Dept. of Health, Education & Welfare have publicly stated their promises to make the HMO program viable.

"Also, the growing employer awareness that HMOs can hold down the cost of providing care through our present system is an encouraging development," he said.

"Perhaps our bigest ally, ironically, is the present state of health affairs in this country. By 1980, health costs in this country will triple over 1972. Uncontained cost inflation is a thief."

He urged GHAA to support enactment of the Kennedy-Corman Health Security bill in Congress to provide decent health care for all Americans. Health Security recognizes the advantages of prepaid group practice and has provided incentives for its accelerated growth, he said.

The AFL-CIO is firmly committed to press for passage of the Health Security Act in the first term of the Carter Administration, Seidman said.

Guild Board Turns Tables on Stevens

Honolulu — Labor's boycott campaign against J. P. Stevens & Co. products was given dramatic expression by delegates' family members and friends at the outset of the Newspaper Guild's 44th annual convention here.

More than 200 of the guests were surprised to find themselves seated at tables with no cloths covering their tops at an orientation breakfast.

When it was explained that the Guild's executive board had ordered the hotel management to leave the tables "naked—chips and all if necessary"—rather than cover them with Stevens-made cloths, the convention guests spontaneously broke into enthusiastic applause.

Stevens boycott cards were on the tables instead.

The hotel management said Stevens tablecloths were the only ones it had on hand. Its sheets and towels, however, were of other manufacture.

Labor Law's Tilt Seen Immunizing Employers

Federal labor law must be reformed to protect workers from getting "mugged" by unscrupulous employers, Sec.-Treas. Jacob Sheinkman of the Clothing & Textile Workers declared in a luncheon address to the Democratic Socialist Organizing Committee.

The way the law is presently administered by the National Labor Relations Board is like the "revolving-door justice" in many big cities, he said.

"We hear about criminals arrested, tried and turned back on the streets before the arresting officer can return to his beat," Sheinkman said.

That same kind of justice can be found at the NLRB, he charged. "Corporations are allowed to violate the law as they choose; it's their workers who are regularly mugged."

Worse yet, he added, some notorious labor law violators have even been rewarded with hefty government contracts. J. P. Stevens & Co., which has a long string of labor law violations, was awarded some $16 millions in government textile contracts in 1975, Sheinkman pointed out.

A year before, ACTWU won representation rights for workers at seven Stevens plants in Roanoke Rapids, N.C. The union victory came despite management harassment of many workers and firing of others.

And although a federal court of appeals found that Stevens "has interfered with, restrained and coerced its employees flagrantly, cynically and unlawfully," the workers at those plants still don't have the benefits or protection of a union agreement, he pointed out.

Sheinkman said that a "plantation mentality" still prevails at that billion-dollar, multinational corporation. In ignoring its legal obligation to bargain in good faith, Stevens has turned negotiations into an ugly and frustrating charade, he charged.

As a result, the basic intent of the labor law has been turned into a cruel farce in the South and in other areas where non-union employers have entrenched themselves, he said.

That's why labor is asking an overhaul of the National Labor Relations Act, Sheinkman noted.

"We think that reform is essential if the purpose of the law is to be fulfilled," he stressed. "It's essential if workers who want their democratic rights as workers are to achieve those rights.

"We don't expect the government to do our organizing for us. We're content to do that ourselves. But we do want equity for workers under the law. That equity is now denied them."

President Douglas A. Fraser of the Auto Workers told the luncheon that workers and their unions need immediate relief from employer intimidation, harassment and extended delays in NLRB action.

The nation's basic labor law must be reformed with the help of the Carter Administration and the Democratic majority in Congress to advance the democratic process in the workplace, Fraser stressed.

"If we can't win this issue in the months immediately ahead, then we didn't win the election last November," he said.

Carter's support is essential in the campaign for labor law reform Fraser said in urging the President to help lead "this fight to democratize the system."

Robert Hall Closings Hit As 'Lockout'

New York — Three unions accused Robert Hall Clothes of locking out their members when the nationwide chain closed its 366 stores with little advance notice.

All Robert Hall Stores were padlocked shortly after the chain's parent firm, United Merchants & Manufacturers, Inc., announced it was considering a phaseout of the retail operations.

The 5,000 sales and non-selling Robert Hall employees are represented by the Clothing & Textile Workers, Retail Clerks and the Retail, Wholesale & Dept. Store Union.

The three unions, which filed charges with the National Labor Relations Board, said the closing notices were issued while they were negotiating with the company to work out an "orderly and equitable" solution to the firm's financial problems.

"We consider this action a lockout and failure to bargain in good faith on the part of management," the unions said.

The three unions, which have contracts with Robert Hall extending to March 1979, said they will expect any parties that might take over the stores to live up to the provisions of the contracts.

"We will take all other necessary steps to protect the interests of our members," including severance pay, vacation pay and other entitlements, the unions said.

Airline Union Ratifies Pact With National

Chicago—The Air Line Employees Association announced approval of an agreement with National Airlines that will increase the wages of some 3,200 sales agents, station employees and office workers by an average of 26 percent over the next three years.

The new pact, signed in Miami, was ratified by a vote of 3,002 to 119, ALEA President Victor J. Herbert said. ALEA is an affiliate of the Air Line Pilots.

Under the agreement, National's senior station agents will earn as much as $1,835 monthly base pay compared to the previous top of $1,440. On an annual basis, their base earnings will reach $22,020 under the contract.

Monthly base pay for 10-year station agents, formerly pegged at $1,355, will top out at $1,735. Ramp agents' new top base pay after nine years will be $1,635, instead of the former maximum of $1,129 after five years on the job.

Improvements were achieved in medical and dental insurance plans, and an optical plan was added. Gains also were made in vacations.

Herbert said the union and the company agreed to negotiate under a system that would eliminate either strike or lockout, agreeing in advance to limit the talks to 10 opening proposals and to observe strict time limits for bargaining. If these procedures failed to produce a settlement, they further agreed to submit any remaining economic issues to arbitration.

"That this plan succeeded the first time it was used, without having to resort to arbitration, is ample proof of its merit," Herbert said.

Rail Unions, Management Open Talks

Chicago — Top negotiators for railroad unions and management faced each other across the bargaining table here, but the start of contract talks found the two sides miles apart.

The unions have all filed notices required under the Railway Labor Act seeking wage increases, cost-of-living adjustments, longer vacations and other contract improvements.

Railroad employers have countered with demands for sweeping cutbacks.

They have proposed work rules changes that would reduce the size of train and yard crews and cut back their pay by changing the hour-mileage combination that determines the wages of train crews.

The employer side also has proposed reductions in health benefits, holidays and other fringes affecting all railroad crafts.

The present "moratorium" on contract changes expires at the end of this year, so the earliest effective date of a new agreement would be Jan. 1, 1978.

Before the formal start of negotiations, union leaders held a strategy session of the Railway Labor Executive Association, whose 21 unions represent some 500,000 railroad workers.

RLEA Chairman C. J. Chamberlain warned that the employer attack on work rules threatens to jeopardize the union-management cooperation that has emerged in an effort to preserve the nation's railroad systems.

United Transportation Union President Al H. Chesser termed the employer proposals "negative . . . regressive . . . irrational."

VENEZUELAN PRESIDENT Carlos Andres Perez meets with AFL-CIO President George Meany at the federation's headquarters. They discussed mutual interests in labor affairs and human rights issues while exchanging views on the tense situation in the International Labor Organization. Venezuela has one of the strongest union movements in Latin America.

OECD Report Scored As Move for Controls

AFL-CIO President George Meany has warned Sec. of State Cyrus Vance and Sec. of the Treasury W. Michael Blumenthal that a report by economic experts of the Organization for Economic Cooperation & Development, "Towards Full Employment and Price Stability," leads to an incomes policy that would not contribute toward reaching either goal.

In separate letters to the cabinet officers, Meany pointed out that the chairman of the OECD experts, Dr. Paul McCracken, "was one of the architects of the disastrous economic policies which plagued the United States during the last Administration."

"The report underplays the urgent need for full employment and rapid economic growth," Meany said. "Emphasis on prices, not jobs, leads to prescriptions that will not assure price stability or full employment."

Assailing the report's call for incomes policies—"a polite term for wage and price control"—Meany said that "the United States has had an unfortunate experience with such policies in several phases."

The recommendation to expand exports from low-wage countries to keep prices down "contains no clear prescription for its effect on domestic employment," he said.

"The report suggests a target of monetary growth among countries to be carried out by regulationg growth in each country. This idea ignores the fact that the United States is urged to be banker and provide money for the world while capital shortages are decried at home."

Pointing out a "serious antilabor bias" in the report, Meany said "the statement that high unemployment 'possibly' results from 'more generous unemployment compensation in some countries' is not objective. Unemployment charts that compare only male unemployment in different countries are also biased. The discussion of 'increasing flexibility of wage structures' implies bias against adequate minimum wages and collective bargaining."

Meany reminded Blumenthal that the OECD's Trade Union Advisory Committee last month recommended programs for full employment, as did his own statement to the TUAC. He concluded:

"We urge that the U.S. representatives to the OECD be instructed to emphasize the need for full employment."

Claims of Lag In Investment Funds Refuted

The nation's economic problems aren't caused by a shortage of investment capital, the AFL-CIO declared in a statement to a Senate Finance subcommittee.

The federation said that available evidence "fails to support the contention that the economy is suffering from a capital shortage now or that one is likely to exist in the future."

Business needs customers, not new tax breaks, the federation suggested.

"The essential condition for the expansion of investment is a volume of consumer demand large enough to more fully utilize existing plant and equipment. A second condition is the expectation by investors that consumer demand will be sustained so that investors know that new additions to productive capacity will be profitable," the AFL-CIO said.

It traced the lag in business investment to the "economic instability" during the present decade. "Government policies addressed primarily to inflation fighting in that period resulted in high interest rates, high unemployment, huge loss in output—and continued inflation."

As for investment tax credits advocated as a spur to business recovery, "businessmen tend to take advantage of the tax break only after the economy has already picked up," the statement said.

Lecture Program To Honor Molony

Pittsburgh—An annual lecture will be conducted at the University of Notre Dame in honor of Joseph P. Molony, a former vice president of the Steelworkers who died Apr. 7.

USWA President Lloyd McBride and the Rev. Theodore Hesburgh, president of Notre Dame, said in a joint announcement that the lectures will be funded by a grant from the union's executive board and delivered in coordination with the university's economics department.

McBride and Hesburgh said the lecture speaker will be "in the tradition of the principles of industrial unionism as articulated by Joseph P. Molony." The first Molony lecture will be delivered next spring.

Message to NAACP:

Meany Hails Labor, Civil Rights Alliance

(Continued from Page 1)

movement closer together than ever before.

"The NAACP's voter education and voter registration programs reached heights of effectiveness," he said. "So did the coordination and cooperation between the NAACP's state conferences and local chapters and labor's Committee on Political Education."

Meany said COPE reports credited NAACP members with playing a major role in ending the Nixon-Ford era and helping elect the Carter-Mondale ticket. The effort also helped elect a large number of senators and congressmen "pledged to complete the task of wiping out discrimination and of creating a full-employment economy."

Through organizations such as the Coalition for a Fair Minimum Wage, "we are fighting to raise millions of the 'working poor' above the poverty line," Meany stressed.

"We are working together on bills to create jobs for minority youngsters and to sustain funding levels for a number of education, health and welfare programs of vital interest to all Americans," he added.

But in these vital areas, Meany observed, support from the Carter Administration is far less than expected. For that reason, the labor and civil rights movements must do all they can to spur Congress into action.

Meany also pointed out that the AFL-CIO remains committed to affirmative action programs in recruiting minorities for the skilled trades through apprenticeship and journeyman outreach efforts. An added dimension was initiated last month by the Building & Construction Trades Dept. in calling on state and local councils to launch a special effort to provide jobs and training opportunities for women, he said.

BCTD President Robert A. Georgine noted in an adress to the convention that 44,109 minority youth had been indentured in the construction industry through outreach programs in the past 10 years—raising the portion of minority apprentices to 19.4 percent.

"We make no attempt to deny there once was discrimination in unions," Georgine said. He reminded delegates that the trade union movement is a cross-section of the nation and that union members possess the same prejudices as others—along with the fear of losing jobs in an industry that was already lacking in needed jobs.

"We have tried to solve the problem, not waste our time deploring it or defending it," he said.

As a result, building trades unions have made vast gains in minority membership, Georgine observed, adding that while accusations of union discrimination may have had some basis in the past, a continuation of these charges is simply a tactic to conquer by dividing.

Georgine also warned that heavy-handed government administration of apprenticeships is not workable.

"The need is for comprehensive and fair traning opportunities, not abbreviated training, peculiar quality standard for minorities or special dispensations for inferior workmanship," he stressed. "Equal skills mean equal opportunities and anything less is a cheat and a fraud of minorities in the open market."

But the most important issues is the expansion of job opportunities, he said in calling for accelerated public works spending as a needed vital element in President Carter's economic stimulus package.

In his message to the convention, Meany also commended Wilkins for his long service to the NAACP. "We are proud of the alliance between the labor movement and the civil rights movement which you have helped forge," he told Wilkins.

Meany went on to assure Benjamin Hooks, the organization's new executive director, that the NAACP would have the continued support and cooperation of the labor movement.

Milton Arons Dies, Headed ILG Health Unit

New York—Milton Arons, administrative director of the Ladies' Garment Workers health center in the garment district for the past 16 years, died June 22. He was 60.

The ILGWU health center provides services for 150,000 union members and their families.

CLOTHING & TEXTILE WORKERS celebrate the 40th anniversary of the Service & Allied Industries Joint Board in New York. Louis Simon, joint board manager and an ACTWU vice president, cuts the cake. Other principals in the celebration included from left, Jack Harris, counsel for the board; ACTWU Sec.-Treas. Jacob Sheinkman, Vice President Cecil Toppin, President Murray H. Finley and New York Mayor Abraham Beame. The ACTWU unit was originally founded in 1937 as the Amalgamated Laundry Workers Joint Board.

'The Rich Pay Less':

CWA Delegates Sound Call For Overhaul of Tax Law

Kansas City—Sweeping tax reform was called for by the 39th convention of the Communications Workers.

"Our tax system has lost much of its fairness and simplicity because the tax base has been eroded through numerous exclusions, credits, deductions, and other provisions which have been incorporated into the tax code," the delegates said in a resolution.

In commenting on the need for real tax reform, CWA President Glenn E. Watts pointed to "rules so complicated that people have to hire CPA's to fill out their tax returns. . . . But somehow it always comes out that the rich pay less and the rest of us pay more."

"By doing away with tax loopholes, we can make the tax rates more progressive," Watts said. "Under a progressive system, those who make less than $23,000 a year—that means working people—should pay less than they do now. And the very rich who have been escaping their tax obligations should be forced to pay their fair share."

The action on tax reform and a series of resolutions on domestic and foreign policy took place against the backdrop of a call for a strike vote against the giant Bell System, involving some 500,000 workers represented by CWA in national bargaining this year. Announcement of the CWA executive board's decision to take a strike vote by secret ballot at membership meetings during July was made by Watts to a huge rally of CWA delegates and members from the Kansas City area.

CWA contracts with AT&T and its affiliates expire at midnight, Aug. 6. The strike vote will be completed by July 22, Watts said.

A warning against "closing our doors to the rest of the world" was voiced by U.S. Ambassador to the United Nations Andrew Young, who said that "There can be no ultimate progress in America unless that progress is somehow shared with other parts of the world."

He pointed out that working men and women "are going to have the kind of impact on American foreign policy that will help America to continue our role, not only as leader of the free world, but of those parts of the world that still find themselves in political or economic slavery."

In a resolution of support for International Women's Year, the convention urged all locals to participate to the fullest in the November 1977 National Women's Conference.

A foreign policy statement adopted by the convention touched a broad spectrum of subjects including human rights, illegal aliens, Southern Africa, the American merchant marine, Spain and Portugal, Latin America, the Middle East, Asia, the International Labor Organization and the AFL-CIO Institutes. The convention noted that "The leadership in our nation has been passed to a President who cannot be identified with the disputes of the past, thus giving him the advantage of a unique opportunity for positive and creative action on the many global problems that none of the nations of the world can solve alone."

Commending the work of the American Institute for Free Labor Development, the Asian-American Free Labor Institute and the African-American Labor Center, the delegates said:

"CWA sees the future brighter in its prospects for the development of viable democracies in developing countries which will permit people around the world to speak up for peace."

Returning to a subject touched on earlier in the week—the effect of automation and technology on jobs—the delegates in a separate action called on the congressional Office of Technology Assessment to provide employment impact statements and to keep Congress informed of ways to enhance employment prospects for citizens "so that automation and technology can be a blessing, not a blight."

As a result of a series of parliamentary moves directed toward reconsideration of parts of the credential committee's report involving complex technicalities of convention delegate elections earlier in the year, the convention accepted a recommendation from Watts to turn the matter over to the Secretary of Labor for investigation.

While there was no challenge to the election of 12 vice presidents and 5 national directors in unit caucuses, the status of certain delegates in CWA's District 3 (North and South Carolina, Georgia and Florida) could conceivably affect the outcome of that regional election.

CONVENTION WELCOME is extended to U.S. Ambassador to the United Nations Andrew Young by Communications Workers President Glenn E. Watts. Young headed the list of guest speakers at the CWA's convention in Kansas City. Prior to the convention, Vice President Mondale and Rep. Morris Udall (D-Ariz.) spoke at a reception for delegates.

Arkansas Unions Set State Legislative Goals

Hot Springs, Ark.—The Arkansas State AFL-CIO drew up a comprehensive legislative program for the next two years calling for increased social insurance benefits for workers and wider bargaining rights for state, federal and local government employees in the state.

In a pair of resolutions adopted by the 300 delegates to the organization's 11th biennial convention here, the federation decried the present unemployment insurance and workers' compensation systems in Arkansas as inadequate.

"Benefits are too low and qualifications are too strict," the resolutions declared. Latest available figures show that the average weekly jobless benefit was $59 a week in 1975 and that 35 percent of claimants exhausted their benefits that year.

The resolutions called for maximum weekly jobless insurance benefits equal to 75 percent of the statewide average weekly wage in covered employment and for extension of regular benefits to 39 weeks.

Workers' compensation, which this year is averaging $84 a week, should provide maximum weekly benefits equal to two-thirds of the statewide average weekly wage the first year, 80 percent the second year, and 100 percent in the third year, the federation declared.

In other resolutions, the State AFL-CIO declared its support of the boycott of J. P. Stevens products, enactment of Health Security legislation, a higher minimum wage, mandatory price marking of packaged items sold at retail, and labor law reform.

Delegates also expressed appreciation for the battle waged last year by Arkansans for Progress to repeal the state's so-called right-to-work law. While an amendment to change the state's 32-year-old ban on union shop agreements failed to carry at the polls, the campaign by the citizens' group solidified the Arkansas labor movement, delegates said in a resolution.

J. Bill Becker, president of the State AFL-CIO, was re-elected along with Sec.-Treas. E. J. Jacobs. Becker informed delegates that the organization's membership is at an all-time high, increasing by more than 1,000 since its last convention.

Speakers included all three of the state's congressmen—Representatives William Alexander, R. H. Thornton and Jim G. Tucker—and one of its senators, Dale Bumpers.

Also addressing the convention were Sec.-Treas. William Lucy of the State, County & Municipal Employees; Gov. David Pryor; President Keith Johnson of the Woodworkers; Joseph Gleason, executive vice president of the Government Employees; Alan Kistler, director of the AFL-CIO Dept. of Organization & Field Services; COPE Rep. Margaret Thornburgh; and Sec.-Treas. Jacob Sheinkman of the Clothing & Textile Workers.

Retirement Age Termed Basic Bargaining Issue

The issue of mandatory retirement in private employment should be resolved through collective bargaining, not by an employer's unilateral decision, the AFL-CIO declared in a statement submitted to a House Equal Opportunities subcommittee.

Legislation before the subcommittee would have prohibited imposition of a mandatory retirement age, but the AFL-CIO said such an approach is too sweeping.

"Because the appropriate age for retirement will vary from industry to industry and from occupation to occupation, labor and management are best equipped to work out retirement problems unique to their industries through the collective bargaining mechanism," the federation said.

The subcommittee has since recommended approval of a bill that would prohibit mandatory retirement or denial of employment because of age to any person under 70. It would also bar any mandatory retirement age for federal employees. The legislation must still be considered by the full Labor Committee and the House Post Office & Civil Service Committee.

A specified retirement age set by collective bargaining shouldn't be considered "compulsory," the AFL-CIO declared. "It is a group decision mutually arrived at."

But the AFL-CIO would support a ban on an employer-imposed retirement age by removing the age 65 limit from the Age Discrimination Act, provided that employers and unions "are left free to agree through collective bargaining on such age limit as they deem best."

The AFL-CIO statement emphasized that retirement age is most often determined by health, financial ability, desire for leisure and loss of job. It cited a social security study in which only 4 percent of workers indicated compulsory retirement as the reason they were no longer working.

Measures such as the Humphrey-Hawkins full employment bill, an expansion of federal job opportunities for the low-income elderly, and encouragement of flexible work schedules that enable older workers to continue working if they wish are all needed, the AFL-CIO said.

It urged the congressional panel to give the issue of mandatory retirement "the careful study and deliberation that its complexity demands" before taking final action on legislation.

Soviet Jews Supported In Human Rights Battle

Chicago—Freedom denied to any group anywhere in the world is freedom denied "to all of us," AFL-CIO President George Meany declared in a message to a Solidarity Day rally for Soviet Jewry.

Jewish organizations in Chicago were joined by union members of all faiths in a march from the Richard J. Daley Plaza to the Chicago Loop Synagogue. Speakers included Chicago's Mayor Michael A. Bilandic and Lazar Liubarsky, a Soviet Jew who was imprisoned for four years before being allowed to emigrate to Israel last December.

Meany's message, read by Peter Harrison of the AFL-CIO field staff, termed the human rights demands of Soviet Jews "part and parcel of the eternal struggle of all people to be free."

Meany said the atrocities against Jews under the Nazi tyranny "can never be forgotten" and declared that the world must "never again tolerate oppression."

Citing Soviet denials of basic freedoms to Jews "and to all others who fight the Kremlin dictators," Meany said both the U.N. Declaration of Human Rights and the Helsinki agreement have been mocked by the Soviet Union.

"None of us can be silent," he said. "The American labor movement was founded by workers who hated oppression and loved liberty. We intend to always be true to our heritage."

During the program, the Public Affairs Committee of Chicago's Jewish United Fund presented awards to the Illinois State AFL-CIO, the Chicago central body, Teamsters Council 25 and Auto Workers Region 4 in appreciation of labor's support of the campaign to allow Soviet Jews the freedom to emigrate.

Pilots Charge Airline Ignores Pact Talks

Anchorage—The Air Line Pilots charged Wien Air Alaska with bad faith bargaining and interference with ALPA's representation rights in a suit filed in U.S. District Court here. The airline's 136 pilots have been on strike since May 7.

F. J. Murphy Retires from AFL-CIO Post

Boston — Franklin J. Murphy, AFL-CIO regional director for the New England states, retired June 30 to cap a four-decade trade union career.

Murphy, 64, who has been a member of the Hotel & Restaurant Employees since 1937, served as a local president and business agent before becoming a special organizer for the international. He also was an international representative of the United Textile Workers for two years.

A native of Lawrence, Mass., Murphy held office in the Lawrence central labor council and later as president of the Massachusetts AFL.

He joined the AFL organizing staff in 1948, servicing AFL unions in the New England area until the 1955 merger with the CIO. He continued to serve as an organizer until he was named assistant director of the New England region in 1957. He became director of the region in 1967.

Murphy was reappointed director of Region VIII by AFL-CIO President George Meany in 1974 when the Dept. of Organization & Field Services was set up and a number of regions were realigned.

The Retirement Choices

WE WOULD LIKE to comment on the frequently held and overdrawn picture that union retirement policies are restrictive, intended to force early retirement and to reduce the supply of labor.

Unions, through collective bargaining agreements, have negotiated greater income security for retired workers, a greater range of choices on how and when to retire, and the opportunity for many older workers to retire when the burden of a faster pace and other work demands create difficulties for them.

Organized labor does not favor rigid systems of forced retirement by older workers who retain their productive capacity. The AFL-CIO will continue to oppose vigorously mandatory retirement by unilateral action of employers.

In a perfect world where everyone could work as long as he or she wanted and retire with adequate income whenever he or she wanted, most of the problems of when to retire would disappear. However, the real world of automation, technological change, and unemployment requires hard choices when such problems have to be faced.

The issue of mandatory retirement is invariably raised in collective bargaining by the employer. It would be most unusual for a union to make a request that the employer adopt such a policy. It would also be most unusual for a union to accept as part of a collective bargaining arrangement a requirement that an employee be required to retire at a specified age without providing pension protection after retirement.

Because the appropriate age for retirement will vary from industry to industry and from occupation to occupation, labor and management are best equipped to work out retirement problems unique to their industries through the collective bargaining mechanism. A specified retirement age pursuant to a collective bargaining agreement should not be characterized as compulsory. It is a group decision mutually arrived at, which takes into account the many factors of the work place, and thus the decision is made by those best informed to make it.

WE, OF COURSE, recognize many employees do not have unions to protect them against unilateral decisions by their employers to retire them. Thus, we would not oppose elimination of the age 65 limitation in the Age Discrimination Act provided the employer and the union or unions representing their employees are left free to agree through collective bargaining on such age limit as they may deem best.

It should be recognized that prohibition of mandatory retirement is no panacea and would do little to resolve the problems of most older workers. The legislation will benefit a very small number of people who want to work beyond age 65 but do nothing to resolve the more serious problems faced by most older people.

Resolution of the problems of retirement—ill health, unemployment, or the special problems posed for older workers in particular industries or occupations—will require comprehensive programs and multiple efforts involving all segments of society—labor, management and government.

—From an AFL-CIO statement to the House Labor Subcommittee on Employment Opportunities.

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Graffiti

The Biggies Protect Themselves:

Uranium Price Rigging Offers Lessons on 'Free Enterprise'

By Gus Tyler

IN A MATTER of two years—between 1972 and 1974—the price of uranium rose sevenfold from $6 to $42 a ton. The jump had nothing at all to do with the revered law of supply and demand. The increase was artificially imposed by a worldwide cartel—an organized monopoly that established the extortionary price by fiat.

All this was more or less of a secret until very recently. About a year ago, the Australian branch of Friends of the Earth put out a document in which they insisted that there was such a cartel that was holding meetings to set prices, to carve up world markets, and to do this while hiding the machinations. But very little mind was paid to the exposé by these down-under Naderites.

But now the House Interstate & Foreign Commerce subcommittee has come up with new evidence drawn from top executives of Gulf Oil. The cartel, it appears, held secret meetings in Paris and Johannesburg. The participants came from Canada, France, Australia, South Africa, and an English-based mining company called Rio Tinto Zinc.

Just how much this price conspiracy will cost American consumers is in dispute. Gulf Oil says it is a negligible sum. Irwin Landes, chairman of the New York state legislative committee that is digging into the operation of cartels, estimates that the cost to the citizens of his state alone will be about $1 billion in the next three years.

Whether it will cost us much or little, there is no doubt that somebody somewhere has been paying seven times as much for an item as he normally should be paying. And the reason is summed up in a word: cartel.

Gulf Oil says it is innocent. The Canadians pushed the giant company into the cartel. Our northern neighbor simply told Gulf that if the American company wished to continue mining uranium in Canada, the U.S. corporation would have to become a member of the cartel and would have to adhere to the rules of the club.

Rep. Albert Gore (D-Tenn.), scoffed at this excuse. "Your argument," he told the Gulf executive, "is that Gulf is some kind of corporate Patty Hearst, forced to act against your will."

The hearings have outraged the Canadian government. They insist that they are not the prime culprits. Instead, they point the finger of guilt at the American corporations.

Canadian Finance Minister Donald Macdonald says that the American companies have been driving Canada and other uranium producers out of the world market by selling the precious metal at prices that were artificially low. Macdonald called these "predatory" tactics.

"We acted to protect ourselves from these predatory American tactics," he explained. "And now they're saying 'You are maintaining a cartel.' "

So now we know, from Macdonald himself, just why Canada did what it did. Its action to fix prices on uranium was purely defensive.

What does all this tell us about our vaunted system of free enterprise? It says that wherever possible, the biggies—whether governments or corporations—will try to protect themselves against the dangers of free enterprise by forming oligopolies, monopolies, cartels and other devices for fixing prices. And, of course, to continue to preserve the myth of free enterprise, it will conspire to keep the fix a secret.

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Full Employment ... Nothing Less

In the area of jobs, the AFL-CIO remains committed to a program of affirmative action. We continue, through our apprenticeship and journeyman outreach programs, to recruit minorities in the skilled trades. . . . We take pride in the fact that 19 percent of all apprentices in the skilled trades are black.

We will continue those efforts to the best of our ability, but we are under no illusion that they can solve all of the problems of black families.

More than anything else, America needs to provide a job at a living wage for everyone willing and able to work. Nothing less than full employment will bring about the productive, integrated society of self-supporting citizens envisioned in what we call the American dream.

The American labor movement holds fast to that dream and we intend to make it a reality.

—AFL-CIO President George Meany in message to the NAACP convention at St. Louis.

Intense Campaign:

Business Pulls Out All Stops To Block Consumer Agency

By Sidney Margolius

THE U.S. CHAMBER OF COMMERCE, the American Advertising Federation and other business and advertising organizations are pulling out every stop to try to kill a bill to establish a Consumer Protection Agency.

For over 15 years consumer and labor organizations have sought such an agency. They want it to provide expert representation of consumer interests before other agencies.

Obviously consumers, and the relatively small voluntary and other interested community groups which try to represent them, don't have the economists, lawyers, and other experts to provide the kind of technical testimony before agencies, Congress and courts that business groups can throw into hearings affecting costs and availability of food, gasoline, heating fuel, housing, mortgages, product safety and other issues.

The proposed agency also would be empowered to ask courts to review decisions of other agencies affecting consumers, would serve as a clearing house for consumer complaints, and gather information to uncover consumer frauds or harmful practices.

President Carter is a strong supporter of the proposal and appointed Esther Peterson, one of the most experienced and capable consumer advocates, as his special assistant for consumer affairs with the special task of securing enactment of the agency bill.

But the remarkably intense and expensive campaign by the Chamber of Commerce and other business groups is having a damaging effect on Congress. The bills have been approved by both the Senate Governmental Affairs Committee and the House Government Operations Committee, although by only a 22-21 vote in the House committee.

Now, however, both the Senate and House leadership say they want the other chamber to take up the bill first. The Senate leadership says it is afraid of a filibuster, as occurred in 1974. For its part, the House leaders say they don't want to take up the bill unless they're sure of enough votes to pass it.

Washington consumer organizations have formed a coalition to generate support and hope to get the bill considered sometime later this summer.

The attack led by the Chamber of Commerce has been spearheaded by full-page ads in papers around the country with the headline "The Last Thing Consumers Need Is Another Government Agency." Consumer groups are particularly distressed that the ads feature an article by former Watergate prosecutor Leon Jaworski claiming in effect that the consumer agency bill would create a consumer "czar" with dangerously broad powers.

The ads did not reveal that Jaworski was being paid by an organization called the Business Roundtable to express its opposition to the bill.

THE FACTS ARE that the proposed agency would merely give consumers a small measure of the kind of expert representation that businessmen and farmers now have through the Departments of Commerce and Agriculture. Neither the Secretary of Commerce nor the Secretary of Agriculture is known as a "czar."

Actually the bill provides only $15 million in appropriations, which would make the suggested agency a relatively small one. Moreover the House bill would terminate the agency in five years unless Congress extends it.

But lobbying by the business community has been so intense that a great deal of mail has been received by senators and congressmen from local businessmen expressing fear of the plan.

The Chamber of Commerce also is sending out packets of reprints of hundreds of newspaper editorials opposing the proposal. Many of these seized upon some anti-Nader sentiment and his active support of the proposal to claim that it would be "a new bureaucracy with Nader at its head," or in general a tool of Nader. It has been called "the new Ralph Nader bill," and "supported by Naderites," and that "Ralph has the President's support" for the new agency, "which will be little more than a wholly owned subsidiary of Nader Enterprises, Inc." Further: "Who made Nader the high priest to determine what is the 'consumer' interest in a nation of 215 million arbitrary, diverse consumers?"

Pinning the bill on Nader and using him to scare businessmen and supposedly the public is a big red herring. The effort to establish a federal consumer agency started long before Nader became prominent in the late 1960s.

Actually, the agency wouldn't even cost $15 million a year since it would take over a number of consumer offices now operating in a number of government departments, and save money there.

With big advertising agencies like Cunningham & Walsh telling their employees to write letters to Congress opposing the bill, you may want to get into the act and express your own feelings, by writing to your own senators and congressman.

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Honing Leadership Skills:

Latin Labor Council Spurs Participation in Union Affairs

THE DRIVE to give trade unionists of Hispanic descent stronger roles in union affairs has grown in four years to a nationwide organization with members in more than 100 international unions, Executive Director Alfredo Montoya of the Labor Council for Latin American Advancement reported on Labor News Conference.

The 50 council chapters in 22 states are involved in a wide range of educational programs aimed at developing and upgrading union leadership and building a more effective political voice for the aspirations of Latin-American workers, Montoya said. He cited extensive support from the AFL-CIO and a number of organizational unions as the key to the council's rapid growth in both numbers and impact since its formation in 1973.

"Latino trade unionists have made historic contributions to the building of labor in this country," Montoya declared, and "Latino workers have a bigger stake in a stronger and more effective labor movement than almost anybody else in the country."

Also questioned by reporters was Jack Otero, first vice chairman of the council and an international vice president of the Railway & Airline Clerks, who stressed that it is "imperative that we work together in organizing the Hispanic community to maximize its involvement in the American political processes." He pointed out that because some 10 million Hispanics who could vote are cut off from full participation because they have failed to register, nonpartisan registration and get-out-the-vote drives have been a major council activity.

He said the evidence of the potential strength of Latino voters was clear in the 1976 preidential election. "We do not claim to have elected President Carter," he said, "but the record shows that in four pivotal states the Latino vote was decisive."

Otero and Montoya agreed that building trade unionism among Latino workers is the surest route to harnessing the potential source of strength needed to overcome the cultural, language and other barriers that they face.

They were questioned by Ann McFeatters of the Scripps-Howard Newspapers and David Prosten of Press Associates, Inc. Labor News Conference is produced as a public service by the AFL-CIO.

By Press Associates, Inc.

OPPONENTS OF THE federal minimum wage law, or those who would raise the pay floor only a few cents an hour despite the steadily rising cost of living, could profit from a little legal and constitutional history of the legislation.

The story of minimum wage legislation at the state level goes back to the early years of this century. By 1917, a dozen states had enacted such laws for women.

When the U.S. Supreme Court split four to four on an Oregon law, leaving it on the books, Puerto Rico and the District of Columbia passed their own minimum wage legislation. It was the D.C. statute, ruled unconstitutional in 1923, which proved to be of major significance.

The majority of the court rejected the D.C. legislation as "simply and exclusively a price-flxing law" and because it was confined to women. The law was criticized because it required certain payments from employers, yet required "no service of equivalent value from the employee." The court was particularly concerned because "this statute, perhaps more than any other, puts upon it the stamp of invalidity . . . It exacts from the employer an arbitrary payment for a purpose and upon a basis having no casual connection with his business or the contract or the work the employee engages to do."

Two dissents were written in the case. One, by Chief Justice William Howard Taft, held that "employees . . . are not on a full level of equality with their employer and in their necessitous circumstances are prone to accept pretty much anything that is offered." He declined to become involved in the question of whether the law was a wise approach to the problem of low wages and poverty.

The high court ruling undercut state efforts to pass minimum wage laws for the next 14 years. In 1937 the Supreme Court, by a five to four margin, held a New York minimum wage law invalid.

It was, however, one of the dissents in this case, written by Associate Justice Harlan F. Stone, which, laid the groundwork for legal and constitutional acceptance of minimum wage laws. In one passage he wrote:

"In the years which have intervened since the Adkins (S.C.) case we have had the opportunity to learn that a wage is not always the resultant of free bargaining between employers and employees; that it may be one forced on employees by their economic necessities and upon employers by the most ruthless of their competitors.

THE IMPACT OF Justice Stone's dissent was immense. One year later, in a state of Washington case, the court ruled again by five to four—but this time Associate Justice Owen Roberts had shifted his position to support the law.

In the majority opinion Chief Justice Charles Evans Hughes stressed this socio-economic reason for validating the law, writing:

"The exploitation of a class of workers who are in an unequal position with respect to bargaining power (and) are thus relatively defenseless against the denial of a living wage is not only detrimental to their health and well being but casts a direct burden for their support upon the community. What these workers lose in wages, the taxpayers are called upon to pay. The base cost of living must be met."

Although the Congress has increased the minimum wage since the passage of the Fair Labor Standards Act in 1938, meeting the "base cost of living" remains a critical need.

When the Carter Administration earlier this year proposed an increase in the federal minimum wage from $2.30 to only $2.50 an hour, it shocked not only labor but also groups representing minorities, consumers and church organizations.

The proposal is 46 cents below the level government itself deems necessary to stay out of poverty, and 39 cents an hour below the amount needed simply to maintain 1974 buying power for a minimum wage worker.

If meeting the "base cost of living" is, indeed, the objective of the minimum wage, the Carter plan will not meet that objective.

WIDER UNION participation by Latino workers is being spurred by the Labor Council for Latin American Advancement, Executive Director Alfredo Montoya, second from right, and Jack Otero, second from left, first vice chairman, reported on Labor News Conference. They were questioned by Ann McFeatters of the Scripps-Howard Newspapers and David Prosten of Press Associates, Inc. The radio program is produced by the AFL-CIO.

House Vote on Water Project Funding

The House on June 14 approved funds for water development projects the Administration is seeking to cancel. It defeated, 218-194, a labor-opposed amendment that would have killed 16 water projects and cut back another.

Right votes (R) against the cancellations were cast by 144 Democrats and 74 Republicans. Voting wrong (W) were 129 Democrats and 65 Republicans.

Numerals show districts; AL—at large; PR—paired right; PW—paired wrong; A—absent and not paired.

ALABAMA
1. Edwards (R) R
2. Dickinson (R) R
3. Nichols (D) R
4. Bevill (D) R
5. Flippo (D) A
6. Buchanan (R) R
7. Flowers (D) R

ALASKA
AL Young (R) R

ARIZONA
1. Rhodes (R) R
2. Udall (D) R
3. Stump (D) R
4. Rudd (R) R

ARKANSAS
1. Alexander (D) R
2. Tucker (D) W
3. Hammerschmidt (R) R
4. Thornton (D) R

CALIFORNIA
1. Johnson (D) R
2. Clausen (R) R
3. Moss (D) R
4. Leggett (D) R
5. Burton John L. (D) W
6. Burton, Phillip (D) W
7. Miller (D) W
8. Dellums (D) W
9. Stark (D) W
10. Edwards (D) W
11. Ryan (D) W
12. McCloskey (R) W
13. Mineta (D) R
14. McFall (D) R
15. Sisk (D) R
16. Panetta (D) R
17. Krebs (D) R
18. Ketchum (R) R
19. Lagomarsino (R) R
20. Goldwater (R) R
21. Corman (D) W
22. Moorhead (R) R
23. Beilenson (D) W
24. Waxman (D) W
25. Roybal (D) R
26. Rousselot (R) R
27. Dornan (R) R
28. Burke (D) R
29. Hawkins (D) R
30. Danielson (D) R
31. Wilson, C. H. (D) W
32. Anderson (D) R
33. Clawson (R) R
34. Hannaford (D) W
35. Lloyd (D) R
36. Brown (D) W
37. Pettis (R) R
38. Patterson (D) R
39. Wiggins (R) A
40. Badham (R) R
41. Wilson, Bob (R) R
42. Van Deerlin (D) R
43. Burgener (R) R

COLORADO
1. Schroeder (D) W
2. Wirth (D) R
3. Evans (D) R
4. Johnson (R) R
5. Armstrong (R) R

CONNECTICUT
1. Cotter (D) R
2. Dodd (D) W
3. Giaimo (D) W
4. McKinney (R) PW
5. Sarasin (R) W
6. Moffett (D) W

DELAWARE
AL Evans (R) W

FLORIDA
1. Sikes (D) R
2. Fuqua (D) A
3. Bennett (D) R
4. Chappell (D) R
5. Kelly (R) W
6. Young (R) W
7. Gibbons (D) R
8. Ireland (D) W
9. Frey (R) W
10. Bafalis (R) R
11. Rogers (D) W
12. Burke (R) R
13. Lehman (D) W
14. Pepper (D) R
15. Fascell (D) W

GEORGIA
1. Ginn (D) R
2. Mathis (D) R
3. Brinkley (D) R
4. Levitas (D) R
5. Fowler (D) W
6. Flynt (D) R
7. McDonald (D) W
8. Evans (D) R
9. Jenkins (D) R
10. Barnard (D) R

HAWAII
1. Heftel (D) R
2. Akaka (D) R

IDAHO
1. Symms (R) R
2. Hansen (R) R

ILLINOIS
1. Metcalfe (D) W
2. Murphy (D) W
3. Russo (D) W
4. Derwinski (R) W
5. Fary (D) R
6. Hyde (R) W
7. Collins (D) W
8. Rostenkowski (D) W
9. Yates (D) W
10. Mikva (D) W
11. Annunzio (D) W
12. Crane (R) R
13. McClory (R) R
14. Erlenborn (R) R
15. Corcoran (R) W
16. Anderson (R) W
17. O'Brien (R) W
18. Michel (R) W
19. Railsback (R) W
20. Findley (R) R
21. Madigan (R) W
22. Shipley (D) R
23. Price (D) R
24. Simon (D) W

INDIANA
1. Benjamin (D) R
2. Fithian (D) W
3. Brademas (D) W
4. Quayle (R) W
5. Hillis (R) W
6. Evans (D) W
7. Myers (R) R
8. Cornwell (D) W
9. Hamilton (D) W
10. Sharp (D) W
11. Jacobs (D) W

IOWA
1. Leach (R) W
2. Blouin (D) W
3. Grassley (R) R
4. Smith (D) R
5. Harkin (D) W
6. Bedell (D) W

KANSAS
1. Sebelius (R) PR
2. Keys (D) W
3. Winn (R) R
4. Glickman (D) R
5. Skubitz (R) R

KENTUCKY
1. Hubbard (D) R
2. Natcher (D) R
3. Mazzoli (D) W
4. Snyder (R) R
5. Carter (R) R
6. Breckinridge (D) R
7. Perkins (D) R

LOUISIANA
1. Vacancy
2. Boggs (D) R
3. Treen (R) R
4. Waggonner (D) R
5. Huckaby (D) R
6. Moore (R) R
7. Breaux (D) R
8. Long (D) R

MAINE
1. Emery (R) PW
2. Cohen (R) W

MARYLAND
1. Bauman (R) W
2. Long (D) R
3. Mikulski (D) W
4. Holt (R) R
5. Spellman (D) W
6. Byron (D) W
7. Mitchell (D) R
8. Steers (R) A

MASSACHUSETTS
1. Conte (R) W
2. Boland (D) R
3. Early (D) W
4. Drinan (D) W
5. Tsongas (D) W
6. Harrington (D) W
7. Markey (D) W
8. O'Neill (D) Speaker
9. Moakley (D) W
10. Heckler (R) W
11. Burke (D) A
12. Studds (D) W

MICHIGAN
1. Conyers (D) W
2. Pursell (R) W
3. Brown (R) W
4. Stockman (R) W
5. Sawyer (R) W
6. Carr (D) W
7. Kildee (D) W
8. Traxler (D) W
9. Vander Jagt (R) W
10. Cederberg (R) W
11. Ruppe (R) W
12. Bonior (D) W
13. Diggs (D) PR
14. Nedzi (D) W
15. Ford (D) R
16. Dingell (D) W
17. Brodhead (D) W
18. Blanchard (D) W
19. Broomfield (R) W

MINNESOTA
1. Quie (R) R
2. Hagedorn (R) R
3. Frenzel (R) W
4. Vento (D) W
5. Fraser (D) W
6. Nolan (D) W
7. Stangeland (R) R
8. Oberstar (D) R

MISSISSIPPI
1. Whitten (D) R
2. Bowen (D) R
3. Montgomery (D) R
4. Cochran (R) R
5. Lott (R) R

MISSOURI
1. Clay (D) R
2. Young (D) R
3. Gephardt (D) W
4. Skelton (D) R
5. Bolling (D) W
6. Coleman (R) W
7. Taylor (R) R
8. Ichord (D) R
9. Volkmer (D) W
10. Burlison (D) R

MONTANA
1. Baucus (D) W
2. Marlenee (R) R

NEBRASKA
1. Thone (R) R
2. Cavanaugh (D) W
3. Smith (R) R

NEVADA
AL Santini (D) R

NEW HAMPSHIRE
1. D'Amours (D) W
2. Cleveland (R) W

NEW JERSEY
1. Florio (D) W
2. Hughes (D) R
3. Howard (D) R
4. Thompson (D) W
5. Fenwick (R) W
6. Forsythe (R) W
7. Maguire (D) W
8. Roe (D) A
9. Hollenbeck (R) W
10. Rodino (D) W
11. Minish (D) W
12. Rinaldo (R) W
13. Meyner (D) W
14. LeFante (D) W
15. Patten (D) R

NEW MEXICO
1. Lujan (R) R
2. Runnels (D) R

NEW YORK
1. Pike (D) W
2. Downey (D) W
3. Ambro (D) W
4. Lent (R) W
5. Wydler (R) W
6. Wolff (D) W
7. Addabbo (D) W
8. Rosenthal (D) W
9. Delaney (D) W
10. Biaggi (D) R
11. Scheuer (D) W
12. Chisholm (D) R
13. Solarz (D) W
14. Richmond (D) W
15. Zeferetti (D) W
16. Holtzman (D) W
17. Murphy (D) R
18. Koch (D) A
19. Rangel (D) W
20. Weiss (D) W
21. Badillo (D) PW
22. Bingham (D) W
23. Caputo (R) R
24. Ottinger (D) W
25. Fish (R) W
26. Gilman (R) W
27. McHugh (D) PW
28. Stratton (D) R
29. Pattison (D) W
30. McEwen (R) R
31. Mitchell (R) W
32. Hanley (D) R
33. Walsh (R) W
34. Horton (R) R
35. Conable (R) W
36. LaFalce (D) W
37. Nowak (D) R
38. Kemp (R) R
39. Lundine (D) W

NORTH CAROLINA
1. Jones (D) R
2. Fountain (D) R
3. Whitley (D) R
4. Andrews (D) R
5. Neal (D) W
6. Preyer (D) R
7. Rose (D) PW
8. Hefner (D) R
9. Martin (R) W
10. Broyhill (R) W
11. Gudger (D) W

NORTH DAKOTA
AL Andrews (R) R

OHIO
1. Gradison (R) W
2. Luken (D) W
3. Whalen (R) W
4. Guyer (R) R
5. Latta (R) W
6. Harsha (R) R
7. Brown (R) R
8. Kindness (R) W
9. Ashley (D) W
10. Miller (R) W
11. Stanton (R) W
12. Devine (R) W
13. Pease (D) W
14. Seiberling (D) W
15. Wylie (R) W
16. Regula (R) R
17. Ashbrook (R) W
18. Applegate (D) R
19. Carney (D) R
20. Oakar (D) R
21. Stokes (D) W
22. Vanik (D) W
23. Mottl (D) W

OKLAHOMA
1. Jones (D) R
2. Risenhoover (D) PR
3. Watkins (D) R
4. Steed (D) R
5. Edwards (R) R
6. English (D) R

OREGON
1. AuCoin (D) R
2. Ullman (D) R
3. Duncan (D) R
4. Weaver (D) R

PENNSYLVANIA
1. Myers, M. (D) R
2. Nix (D) R
3. Lederer (D) R
4. Eilberg (D) R
5. Schulze (R) W
6. Yatron (D) R
7. Edgar (D) W
8. Kostmayer (D) W
9. Shuster (R) R
10. McDade (R) R
11. Flood (D) R
12. Murtha (D) R
13. Coughlin (R) W
14. Moorhead (D) W
15. Rooney (D) R
16. Walker (R) W
17. Ertel (D) R
18. Walgren (D) A
19. Goodling (R) R
20. Gaydos (D) R
21. Dent (D) A
22. Murphy (D) W
23. Ammerman (D) W
24. Marks (R) W
25. Myers, G. (R) W

RHODE ISLAND
1. St Germain (D) W
2. Beard (D) W

SOUTH CAROLINA
1. Davis (D) R
2. Spence (R) R
3. Derrick (D) W
4. Mann (D) W
5. Holland (D) W
6. Jenrette (D) PR

SOUTH DAKOTA
1. Pressler (R) R
2. Abdnor (R) R

TENNESSEE
1. Quillen (R) R
2. Duncan (R) R
3. Lloyd (D) R
4. Gore (D) R
5. Allen (D) R
6. Beard (R) R
7. Jones (D) R
8. Ford (D) W

TEXAS
1. Hall (D) R
2. Wilson (D) R
3. Collins (R) W
4. Roberts (D) R
5. Mattox (D) W
6. Teague (D) R
7. Archer (R) W
8. Eckhardt (D) W
9. Brooks (D) R
10. Pickle (D) R
11. Poage (D) A
12. Wright (D) R
13. Hightower (D) R
14. Young (D) R
15. de la Garza (D) R
16. White (D) R
17. Burleson (D) R
18. Jordan (D) R
19. Mahon (D) R
20. Gonzalez (D) R
21. Krueger (D) R
22. Gammage (D) R
23. Kazen (D) R
24. Milford (D) R

UTAH
1. McKay (D) R
2. Marriott (R) R

VERMONT
AL Jeffords (R) W

VIRGINIA
1. Trible (R) R
2. Whitehurst (R) R
3. Satterfield (D) R
4. Daniel, Robert (R) R
5. Daniel, Dan (D) R
6. Butler (R) R
7. Robinson (R) R
8. Harris (D) W
9. Wampler (R) PR
10. Fisher (D) W

WASHINGTON
1. Pritchard (R) W
2. Meeds (D) R
3. Bonker (D) W
4. McCormack (D) R
5. Foley (D) R
6. Dicks (D) R
7. Cunningham (R) R

WEST VIRGINIA
1. Mollohan (D) R
2. Staggers (D) R
3. Slack (D) R
4. Rahall (D) R

WISCONSIN
1. Aspin (D) W
2. Kastenmeier (D) W
3. Baldus (D) A
4. Zablocki (D) R
5. Reuss (D) W
6. Steiger (R) W
7. Obey (D) W
8. Cornell (D) W
9. Kasten (R) W

WYOMING
AL Roncalio (D) R

Carter Asked to Reconsider:

Cost Curb Held Bar To Welfare Reform

The AFL-CIO has joined with other public interest groups in a letter urging President Carter to reconsider his directive that welfare reform must be achieved without any added cost to the federal government.

Carter's instructions to Administration officials charged with drawing up legislative proposals for submission to Congress unfairly single out the program most essential to "the poorest and most disadvantaged among us," the signers of the letter stressed.

They noted that no such "arbitrary" cost ceiling has been placed on other major federal programs.

Twenty-eight organizations subscribed to the letter, as did individual signers prominent in the social welfare field. They were drawn together, the letter noted, by a common commitment to the search for a welfare program that would be both "more humane" and "more efficient."

The signers told Carter they shared his hope that costs can be kept down. But they declared that the level of spending has to be based on the merits of the program and the needs that must be met.

Under Carter's insistence that "no additional cost" be incurred, they protested, the program being shaped for submission to Congress "will help some people . . . only by taking away benefits from others who may be equally poor."

The letter cites specific examples of such a policy in a list of tentative recommendations on which the Administration has invited comment.

While the interested groups are "prepared to participate" in continuing discussions of the welfare reform program, they "strongly" urged Carter to lift the cost ceiling limitation "so that it will be possible to design a program which will offer a reasoned solution" which will meet the President's welfare reform goals, "most of which we endorse."

In any event, they suggested, the President, Congress and the public should be aware of the full extent of the welfare program, the recommended solution and the full costs involved.

If economic conditions or other budget priorities make it impossible to enact such a program immediately, the letter said, the proposed legislation should set forth a timetable for putting the full program into effect.

It urged that the first stage of such a program "be designed so as to reduce inequities and avoid benefiting some of the poor at the expense of others."

The letter, initiated by Leonard Lesser of the Center for Community Change, expressed the belief that Congress would support such an approach.

Expansion of Public Service Jobs Sought

The AFL-CIO has urged Congress to approve additional budget authority and outlays for fiscal 1978 under the Comprehensive Employment & Training Act (CETA) to provide one million public service jobs for those unable to find work.

In a statement to the Human Resources Task Force of the Budget Committee, Associate Director Kenneth Young and Rep. Robert McGlotten of the federation's legislative department pointed out that until the Congress adopts a full-employment policy, the CETA public-service job programs will remain "the only game in town" for millions of workers.

Jobs created with funds allocated in May will reach 710,000 by year-end, they noted.

"We have no reason to believe at this time," they said, "that the economic situation is going to improve so drastically that there will not be a need for one million public service jobs for Americans who cannot find work. These jobs will provide help for many of those most in need."

House Defeats Attempt To Roll Back Pay Hike

The House rejected a politically motivated pay cut for members of Congress and top government officials, but agreed to pass up an additional pay raise that would have come in October.

Congress had already severely restricted outside earnings by its members, and the $12,900-a-year raise that House and Senate members received in February was less than a presidential commission had recommended.

But there were enough election-jittery congressmen so that House leaders were concerned over an amendment to a legislative appropriations bill that would have had the effect of rolling back the pay of Congress, Cabinet members, government executives and the top brackets of the career civil service.

It would have allowed judges to keep their raise only because the Constitution specifically prohibits Congress from reducing the pay of the judiciary.

One byproduct would have been to compress the government salary scale, since the top levels of pay are limited by congressional salaries.

The presidential salary commission, on which AFL-CIO Sec.-Treas. Lane Kirkland served, noted in its report last year that members of Congress had received only a single 5 percent raise since 1969.

It warned that continuation of the pay freeze could lead to "a government of only the rich, or only the young and untried or, more likely, a government of those who are willing to compromise themselves with political money."

The pay rollback motion was defeated, 214-181.

Under the salary comparability law, members of Congress would have been entitled to the same percentage pay raise that rank-and-file federal employees will get in October. But because of the more substantial raise received this year, the House joined the Senate in voting overwhelmingly to pass up the October pay adjustment.

MONTANA STATE LABOR HISTORY is depicted in this 8-by-4-foot color mural commissioned by the Montana Federation of Teachers and widely displayed throughout the state. The work is a pictorial view of labor's role in Montana's development from the American Revolution through the Bicentennial. The special project has sparked a greater interest in the state's neglected labor history.

Montana Artist's Mural Resurrects 'Buried' Labor History for Students

Missoula, Mont.—Montana's colorful labor history, as is often the case in many American states, is more often than not glossed over and sloughed off by public schools.

To redress the situation, the Montana Federation of Teachers last year commissioned one of its members, humanities professor Jim Todd of the University of Montana here, to create a work of art commemorating the state's labor heritage.

The result is an 8-by-4-foot color mural, "Montana—A Buried History," which has been viewed in selected Montana high schools under MFT's sponsorship.

The 39-year-old Todd completed the mural last summer during his vacation. It was unveiled last fall at MFT's annual convention here. Perry S. Melton, secretary-treasurer of the Flathead County Trades & Labor Council and a member of the Montana Committee for the Humanities, took the occasion also to reminisce about some of the highlights of Montana labor history.

The unusual project can be "of more than ordinary value in influencing more people in Montana and in other states to increase participation in telling labor's story and otherwise become involved in labor education," said Melton, a retired union painter and one-time editor of the old Treasure State Labor Journal.

Since the MFT convention, the mural has been shown at the annual Copper Camp Festival of the Arts at the Montana Institute of Technology in Butte, where some of the incidents symbolized in the painting occurred, and at several junior and senior high schools. Melton also has called it to the attention of the Montana Committee for the Humanities for possible wider display.

Todd says the purpose of the painting is "to stimulate discussion of our state labor history and draw attention to matters of our past frequently ignored in Montana schools."

The mural portrays a period of about 200 years from the American Revolution through the Bicentennial. Todd's view of the state's history is depicted chronologically in five main sections: white settlement of the Montana territory and the beginning of trade and commerce; the buffalo, cattle and Indian wars and the destruction of native American cultures as the price for the state's industrialization; railroad construction and the growth of the state's mining industry; the World War I period during which organized labor was often suppressed, and the post-World War II era in which labor unions have "played a kind of balancing act" between the interests of big out-of-state corporations and workers' needs.

"Our intent is not to propagandize, but to draw attention to the history of the Montana labor movement," says MFT representative Dennis O'Donnell, a labor economics teacher at the University of Montana.

Booklet Lists Labor 'Firsts'

A new Labor Dept. booklet lists some of the historical "firsts" of trade union development in America. It includes such facts as the first strike, the first black labor organization and the first collective bargaining agreement.

Single copies of "Labor Firsts in America" are available free from regional Labor Dept. offices or from the Office of Information, Publications & Reports, Room S 1032, U.S. Dept. of Labor, Washington, D.C. 20210.

Flint Glass Workers Adopt Contract Goals

Hollywood, Fla.—Delegates to the Flint Glass Workers convention drafted key collective bargaining goals for upcoming negotiations with some 80 companies to replace contracts that expire between Sept. 1 and the end of the year. More than 22,000 of the union's 35,000 members are covered by the agreements.

The convention spelled out the need for substantial wage increases, elimination of the existing cap on cost-of-living escalators and improvements in pension benefits, paid vacations, health care insurance and working conditions.

The first round of negotiations is scheduled to get under way July 12 with the Glass Packaging Institute, which represents about 90 mold shops. The union represents about 4,000 workers in the glass container and molded glass industry.

The next series of major talks is slated to open in August in the glass tableware industry, including Anchor Hocking, Libby Glass, Jeannette Glass, Brockway and Federal Glass. Several thousand additional workers are covered by the tableware contracts.

The final round of talks will affect 12,000 union members employed at 25 plants in all sections of the country by Corning Glass Works. Corning is a major producer of glass bulbs used in the production of television receivers.

George M. Parker, who was re-elected to a ninth two-year term as president, noted that Corning has cooperated with the Flint Glass Workers and other AFL-CIO unions in seeking to reduce foreign television imports that have eliminated thousands of jobs and threaten the survival of the U.S. television manufacturing industry.

Delegates also re-elected First Vice President Robert W. Newell, Sec.-Treas. Ivan T. Uncapher and Assistant Sec. Lawrence Bankowski. Eugene F. Bowling was elected second vice president to succeed Harold Gibson, who retired. Ben Johnson of Huntington, W.Va., was elected third vice president.

Three new international representatives were elected to strengthen the union's organizing staff. They are Ray Miller of Elmira, N.Y.; David Pierson of Corning, N.Y., and Robert Rosser of Lancaster, Ohio.

Delegates unanimously adopted a resolution citing the union's 100th anniversary which will be observed next July 1.

Labor Party Wins Vote in Histadrut

Tel Aviv—The Labor Party won a clear majority of the votes and retained control of the Israeli Federation of Labor—Histadrut—turning back the challenge of a rightist coalition.

The Labor alignment received 55 percent of the vote to 29 percent for the Likud, the grouping that won the national election earlier in the year. A new party—Democratic Movement for Change—won 7.5 percent. The Communist vote was cut from 5 percent four years ago to 2.5 percent.

Yeruham Meshel, secretary-general of Histadrut, said the labor federation would be prepared to cooperate with the Likud government on economic policies, but would fight attempts to weaken Histadrut in the trade union area or its social welfare and economic development programs.

Air Controllers Affirm Safety Commitment

Hollywood, Fla.—The Air Traffic Controllers reaffirmed the union's commitment to air safety improvement at its annual meeting here.

Delegates to the four-day meeting accepted a recommendation of the PATCO safety committee to consider "suitable action" involving airports that are operating with obsolete or inefficient equipment that is hazardous to safe flight operations.

The PATCO convention also pledged full support of a House bill introduced by Rep. Morris Udall (D-Ariz.) to raise the pay rates of air traffic controllers.

PATCO President John Leyden was re-elected to his fourth term by a 10-to-1 margin over Charles Hall of California. George W. Kerr of New York was elected to his first term as eastern regional vice president, defeating John Gilbertz of Washington, D.C.

Speakers included Sen. James Sasser (D-Tenn.), Chairman Webster Todd of the National Transportation Safety Board, Deputy Administrator Clinton Taylor of the Federal Aviation Administration, Director Wayne Horvitz of the Federal Mediation & Conciliation Service, Victor Smiroldo, staff director of the House Post Office & Civil Service Committee, and President Jesse M. Calhoon of the Marine Engineers.

Over 1,000 PATCO members, plus 52 voting representatives from centers and towers, attended the meeting. PATCO is affiliated with the Marine Engineers.

William Lubbers Named Labor Board Solicitor

William A. Lubbers has been named solicitor of the National Labor Relations Board.

Lubbers, whose appointment was announced by NLRB Chairman John H. Fanning, is a career attorney with the agency, which he joined in 1952. He most recently has served as deputy chief counsel of the NLRB.

Lubbers replaces John C. Miller, who has been named an NLRB administrative law judge.

PHILATELIC TRIBUTE to the skilled workers who kept America's Continental Army fighting during the Revolutionary War was issued by the U.S. Postal Service on July 4. Collectors of first-day-of-issue cancellations of the 13-cent first class stamps will have until July 19 to send in orders to the Postal Service for first-day covers. In 1777, the Continental Army at Valley Forge was critically short of firearms, clothing, shoes and tools.

Early Detection Key To Job Disease Curb

There is a critical need for an integrated industrial-community program for early detection of occupational disease stemming from past exposure to toxic substances on the job, Sec.-Treas. Jacob Clayman of the AFL-CIO Industrial Union Dept. declared.

Millions of workers are in a "silent period" between exposure and clinical detection of disease, Clayman said in testimony before the Senate Labor subcommittee.

They are the potential victims of past neglect, and the standards developed by the Occupational Safety & Health Administration cannot now reduce their risk of cancer or other irreversible diseases, Clayman said.

"For these millions it is too late," he stressed.

The problem of worker health has traditionally been approached through legislation concentrating on prevention through regulation and education, health insurance and workers' compensation, he observed.

All these approaches are vitally necessary, Clayman said, but he also noted that since passage of the federal job safety law, unions have gotten a better glimpse of the health hazards workers encounter on the job.

"It is much worse than we ever conceived," he added.

"Millions of people are at high risk and can be expected to die of cancer and other irreversible diseases proportionate to the rate of industrial development in the past 45 years," he warned.

Although many workers may now be protected from exposure to carcinogens, they may not have been in earlier jobs they held. He referred specifically to workers who held jobs at coke plants and shipyards.

Clayman noted the current work population in coke oven operations of about 30,000 face a ten times greater risk of getting cancer than other steelworkers. And based on a 20 percent turnover in the workforce over the past 45 years, 270,000 workers have been exposed to the cancer-causing emissions of coke ovens.

Currently, one million workers are heavily exposed to asbestos from clutch and brake lining maintenance alone, Clayman said. Another half-million are exposed to heavy doses of the cancer-causing material in mining, milling, fabrication and construction.

But "most foreboding is the understanding that of the past one million asbestos-exposed shipyard workers, as many as 600,000 may develop asbestos-related disease," he observed.

During World War II, some 400,000 workers were exposed to asbestos at the Brooklyn Navy Yard—110,000 were heavily exposed, he said.

"While no one knows the fate of these men and women, a prospective study by Mount Sinai School of Medicine of 1,249 asbestos workers—largely in the 20s, 30s and 40s studied for seven years—reveals the pattern we might expect: 59 cases of lung cancer, of which 57 are dead, and 31 cases of mesothelioma, of which 31 are dead."

Clayman cited a similar gap between exposure and clinical disease among workers involved in the production or handling of vinyl chloride, kepone, leptophos and beta-napthylamine.

Clayman urged the committee to begin a serious study into the hazards of past exposure to toxic and carcinogenic substances, including the need to make medical data available to workers, notifying individuals of their exposure, improving occupational health studies in medical schools and upgrading the operations of the National Institute of Occupational Safety & Health.

AFTRA Delegates Hit TV Imports, Violence

San Francisco—The Television & Radio Artists reiterated their outrage over the importation of foreign-produced programs for public broadcasting and voiced their concern about excessive violence in commercial network programming at the union's annual convention here.

The 300 convention delegates authorized the formation of an AFTRA committee, joined by representatives of the Screen Actors, to explore the possibility of meeting with network officials and advertisers on the problems of TV violence.

Delegates also received a report from Executive Sec. Sanford I. Wolff on the impact of imported programs on public television.

"It is an outrage for the Public Broadcasting Corp. to go to the Congress, ask for taxpayers' money to develop American production and then take that same money and use it to export American jobs," Wolff charged.

PBC does this by importing programs from England and then sells sponsorship rights to firms that promote the programs through commercial advertising, he noted.

"At the same time, the public stations which carry these foreign-produced programs on prime time plead poverty when negotiating contracts with us and other unions," Wolff said.

To top it all off, he said, the public stations ask AFTRA members who have lost jobs to imports to perform without pay to solicit contributions from viewers.

"This is an outrage," Wolff declared. "There is no way it can be justified, and nothing can persuade us to keep silent so long as this policy persists."

Delegates re-elected Joe Slattery to his second one-year term as president, along with First Vice President Bill Hillman and Second Vice President Jackson Beck.

Bill Baldwin, a former AFTRA president, was presented the union's highest honor, the George Heller gold card award. Baldwin, a member of AFTRA since 1939, had served as president of the Los Angeles local and as a national officer and executive board member for a number of years.

At 10th Convention:

Insurance Workers Gear for Bargaining

New Orleans—Joseph Pollack, who was named president of the Insurance Workers by the union's general executive board 16 months ago, was elected by acclamation to a full two-year term at IWIU's 10th biennial convention here.

In a post-election address, Pollack vowed to lead an all-out drive for sweeping contract gains in negotiations with Prudential Insurance Co., which open Aug. 29. IWIU represents some 15,000 workers in the nation's largest insurance firm. Pollack, a former Prudential agent, will lead the union committee.

Sec.-Treas. Charles G. Heisel was also re-elected by acclamation of the 259 delegates. Three incumbent vice presidents, chosen at large, were re-elected in a four-way race. They are Nicholas M. Rongione, Robert J. Nicholson, and Arthur H. Higginson.

There were also contests for many of the 19 executive board seats, filled by regional caucuses, with three incumbents losing. Irvin Zins of Reading, Pa. defeated George V. H. Starr of Chester, Pa; Clarence Parent ousted Joseph Feldman in a Detroit-area race and William Ousley, president of St. Louis Local 60, edged R. Franklin Avery by one vote. The only other change was New York's choice of Arnold Miller to replace John Agrillo, who did not run.

Reflecting the relatively recent influx of women into the ranks of insurance agents, and IWIU's own relatively recent organization of clerical workers in the industry, a number of resolutions dealt with the status of women.

One supported legislation to overturn the Supreme Court decision denying pregnant women the right to disability pay, and another called for the negotiation of contract clauses insuring disability pay and job protection during pregnancy.

Two resolutions dealt with labor law reform, one concentrating on barriers to new organization and the other on the repeal of Section 14b, which permits states to outlaw the union shop. Both are of paramount concern to IWIU, Pollack noted. Not only is most of the industry unorganized, but heavy turnover gives the union shop even more importance than in most other fields.

Alan Kistler, director of the AFL-CIO Dept. of Organization & Field Services, one of two guest speakers, devoted himself to this subject. Sec.-Treas. Earl D. McDavid of the Union Label & Service Trades Dept. covered another IWIU concern—wider purchase of "union label" insurance by unions and union members.

The convention also took a strong stand on behalf of an adequate minimum wage, calling on delegates to work in their communities to build pressure on members of Congress for a $3 federal wage floor.

Pollack's elevation to the presidency in January 1976 followed the resignation of William A. Gillen to become assistant director of the George Meany Center for Labor Studies. Gillen, bade farewell to his former colleagues in an emotional talk.

A special feature of the convention was the celebration of the 40th anniversary of union organization in the insurance industry, dominated in its first years by the now-defunct United Office & Professional Workers. Rival AFL and CIO unions developed from this beginning, merging to form IWIU in 1959.

Grain Millers Endorse Legislative Objectives

Bal Harbour, Fla.—The Grain Millers overwhelmingly endorsed labor's high priority legislative objectives for labor law reform, a fair minimum wage, national health security and support for President Carter's formula to upgrade social security financing.

The 229 delegates to the union's 15th biennial convention voiced their support of the AFL-CIO legislative campaign in key resolutions adopted in response to President Roy O. Wellborn's keynote address.

Wellborn also stressed continued support of the AFL-CIO Committee on Political Education to give labor a fighting chance for congressional passage of vital social and economic programs. The convention raised more than $1,000 for COPE through voluntary contributions from delegates.

Other resolutions called for federal food stamp reform, universal voter registration and stepped-up enforcement of federal job safety standards. They also urged all-out support of the J. P. Stevens and Coors beer boycotts.

In the only election conducted at the three-day convention, Thomas Frain of Chicago was named to the board of trustees for a four-year term. He succeeds Howard Roe who joined the union's staff as an international representative.

Wellborn, Sec.-Treas. Harold P. Tevis and other top officers have two years remaining in their current terms of office.

Director Alan Kistler of the AFL-CIO Dept. of Organization & Field Services stressed the need for union members to lobby their senators and representatives in Congress to push through vital reform legislation.

Other major convention speakers included Sec.-Treas. Earl McDavid of the Union Label & Service Trades Dept., Executive Director Robert Harbrant of the Food & Beverage Trades Dept., Sec.-Treas. Anthony Sabatine of the Oil, Chemical & Atomic Workers and Sec.-Treas. Gregory Oskoian of the Bakery & Confectionery Workers.

Blaylock Elected Treasurer of PED

President Kenneth T. Blaylock of the Government Employees was elected treasurer of the AFL-CIO Public Employee Dept. by the PED's executive board.

Blaylock was the unanimous choice to succeed the late Francis S. Filbey, president of the Postal Workers.

The board also announced that PED will hold its third constitutional convention Nov. 15-16 in Washington, D.C.

Major Bills Await Action:

Grass Roots Drive Mounted To Gain Legislative Goals

(Continued from Page 1)

vote a labor-opposed measure that would end ceiling prices on natural gas production.

The AFL-CIO, the White House and consumer organizations agree that deregulation would send prices up without significantly expanding supplies.

"It is important that House members be made aware of our opposition to deregulation," Biemiller wrote central body officers.

Nuclear Power: The Carter Administration wants to phase out the Clinch River breeder reactor demonstration program. This is a plutonium-powered nuclear plant providing electricity to the TVA power grid, using a technology that produces more plutonium than it consumes. The AFL-CIO Executive Council backs the program and has urged Congress to fund it.

Food Stamps: The House will take up later this month an agriculture bill that includes a food stamp bill similar to the measure the Senate passed. The AFL-CIO supports its key provisions, including free food stamps to those who qualify instead of the present requirement that needy families buy a month's basic allotment before qualifying for bonus stamps.

Attempts to weaken the bill through amendments and to ban strikers from qualifying on the basis of need are expected on the House floor.

Labor Law Reform: Action on this top priority issue has been held up pending some final decisions on the provisions of a bill that would command broad support and yet effectively deal with the worst defects of the present National Labor Relations Act.

Formal introduction of a bill and the start of hearings is scheduled for this month.

Minimum Wage: Another high priority measure that has been temporarily deferred while negotiations have been carried on with the White House. A coalition of labor, civil rights, religious and public interest groups has protested as far too low the $2.50 wage floor proposed by the Administration. Early House committee action is anticipated.

Universal Voter Registration: Also tentatively scheduled for July action is the bill by Rep. Frank Thompson, Jr. (D-N.J.) to allow eligible voters to register at the polling place on election day. It has the AFL-CIO's support.

Other issues of importance to the labor movement are being acted on in appropriations bills.

Before the recess, the Senate completed action on funds for programs of the Labor Dept. and the Dept. of Health, Education & Welfare. A House-Senate conference committee will have to work out differences between the two versions.

● On job safety, the Senate version drops a House-passed provision that OSHA regulations be accompanied by an economic impact statement. Such a statement is now required by an Executive Order that the AFL-CIO strongly criticized, but is not mandated by law. It also voted more funds for enforcement.

However, the Senate did adopt an amendment that labor contended invites employers to ignore most job safety and health regulations. There is already a prohibition against fining an employer for up to 10 "non-serious violations" uncovered in a first inspection. The Senate approved, 61-27, an amendment by Sen. Bob Dole (R-Kan.) that gives an employer with more than 10 infractions a "reasonable time" to correct the deficiencies before being subject to a fine.

● On education, the Senate and the House bills both provide $100 million more than the Administration had sought for the "Title I" program of aid to school districts serving children from low-income families. But the Senate was less generous than the House in funding basic opportunity grants for college students from low-income families.

The AFL-CIO actively supported an effort by Sen. Edward Brooke (R-Mass.) to take out language that would seriously weaken federal actions to desegregate schools. But Brooke's key motions lost on 51-42 and 47-43 votes.

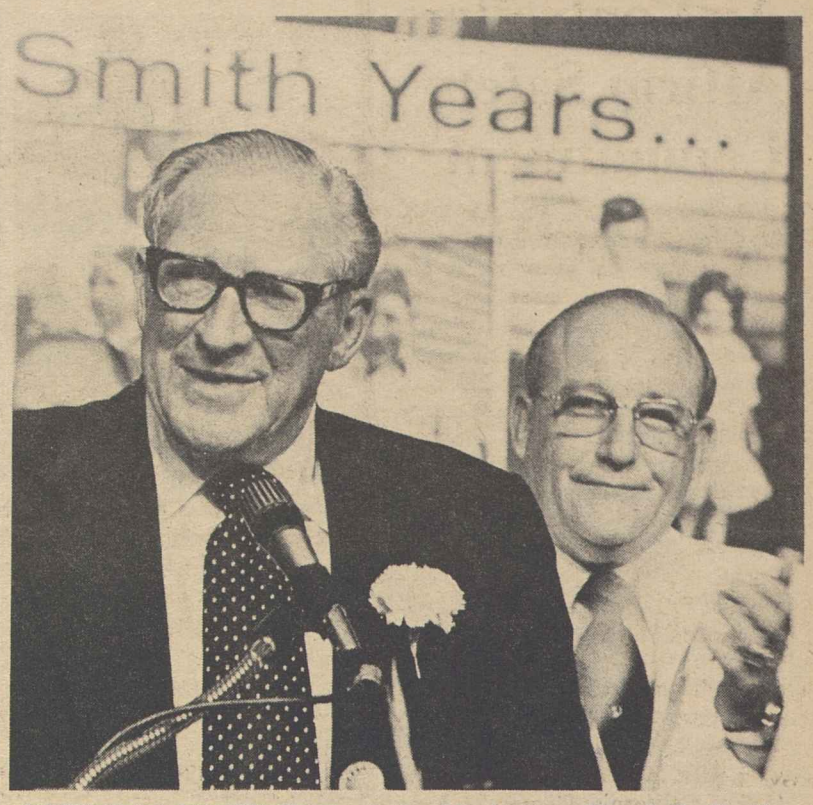
● On summer youth jobs programs, the Senate added nearly $300 million to the House version, to fund 500,000 more summer jobs.

● On health funds, the Administration had asked $2.5 billion for the National Institutes of Health. The House raised this to $2.74 billion and the Senate voted $2.9 billion.

In another area, the House supported the AFL-CIO's position when it approved a military procurement appropriations bill that included $1.5 billion for procurement of the B-1 supersonic strategic bomber. It rejected, 243-178, an amendment that would have defeated the funds.

But the future of the B-1 program appeared dim after President Carter announced that he was cancelling production plans, although continuing research. His announcement was quickly followed by the layoff of 2,000 Rockwell International employees working on the B-1.

A less-publicized feature of the bill was a rider that would have reduced the number of pay steps for blue-collar workers in the Defense Dept. from five to two—a measure strongly opposed by federal worker unions. The pay cutback was deleted from the bill by a floor amendment.



RETIRING PRESIDENT of the Machinists, Floyd E. Smith, is applauded by incoming President William W. Winpisinger at a Washington banquet honoring Smith. Winpisinger assumed the IAM presidency July 1.

NLRB Ruling Hits Firm For Holdout on Signing

Raleigh, N.C.—A National Labor Relations Board administrative law judge found an employer here guilty of attempting to force the Electrical, Radio & Machine Workers to drop a sex discrimination suit and unfair labor practice charges in return for a first contract with the firm.

Judge Anne Schlezinger ordered the Stackpole Components Co. to cease and desist from its law violations and either "execute and give retroactive effect" to a previously agreed-upon contract that never became operative or enter into good-faith negotiations on a contract. IUE was given the option.

Stackpole, a Pennsylvania-based manufacturer and distributor of electrical parts, entered into talks with the union in August 1975. IUE had been chosen bargaining agent nearly two years earlier and certified in November 1974.

At a hearing in Raleigh, union witnesses testified that the company's president and industrial relations manager reached a tentative agreement on a contract at a Feb. 19, 1976, meeting but that a week later management informed the union no agreement had been obtained.

On Mar. 11, because of this about-face, IUE filed unfair practice charges with the NLRB. In April, management conditioned signing a contract on withdrawal of the charges, and the union agreed. A month later, however, the company's attorney told the union that a new obstacle to a settlement had been introduced by IUE's suit accusing Stackpole of failure to pay disability benefits for pregnancy-related absences of workers at Raleigh and at St. Marys, Pa., where the union had an agreement.

In her decision, Judge Schlezinger said the employer's actions amounted to an illegal refusal "to bargain collectively in good faith with the union."

Proposal to Pay Interest to Banks Branded Raid on Federal Treasury

The AFL-CIO urged federal banking law changes to benefit consumers but called for rejection of legislation that would give commercial banks a windfall at the taxpayers' expense.

Urban Affairs Director Henry B. Schechter testified at Senate hearings against an Administration proposal that would allow the Federal Reserve System to pay its member banks interest on their legally required reserve deposits.

The Fed's "profits" from these deposits now goes into the Treasury, and the $550 million annual loss in revenue would have to be made up through higher taxes, Schechter stressed.

The interest-paying plan has been touted as an incentive for state-chartered commercial banks to join and remain in the Federal Reserve System. While Federal Reserve membership is required of federally-chartered banks, it is optional with state banks. And the more banks that are in the system, the more effectively the Federal Reserve can increase or decrease the nation's money supply to either stimulate or cool down the economy.

Schechter suggested that Congress can act more directly if inclusion of state-chartered banks in the Federal Reserve System is necessary "to achieve a more effective monetary policy and a more stable economy." It could accomplish this by requiring Federal Reserve membership by all commercial banks whose deposits are insured by the Federal Deposit Insurance Corp., he said.

The AFL-CIO did, however, endorse two consumer-oriented proposals also before the panel.

One would allow all banks ot offer a form of free checking services on interest-bearing accounts—a privilege that presently exists only in the New England states.

The other would continue for another two years a provision—called Regulation Q—that allows savings institutions a competitive advantage over commercial banks in attracting household accounts.

Thrift institutions can now pay their non-commercial depositors one-quarter of 1 percent higher interest than commercial banks may pay on personal savings accounts. Since savings and loan associations and other thrift institutions are required to invest most of their assets in home mortgages, the interest differential helps channel more money into homebuilding.

All types of banks and credit unions would be treated equally under the proposal to allow them to offer non-commercial depositors a type of interest-bearing checking known in banking circles as NOW accounts. The initials stand for Negotiated Order of Withdrawal.

This system has worked well in New England, benefitting consumers generally, and should be allowed on the same basis elsewhere, the AFL-CIO urged.

Schechter opposed a section of the Administration bill that would require that NOW accounts pay a lower interest rate than the ceiling on commercial bank savings accounts and give a committee headed by the chairman of the Federal Reserve Board authority to set the interest ceiling.

He also expressed the AFL-CIO's strong opposition to two other bills before the subcommittee.

One would allow federal savings and loan associations to offer mortgages carrying a variable interest rate that would fluctuate with the market.

Variable-rate mortgages "shift the risk of higher interest rates from the lender to the homeowning borrower," Schechter noted. "Such mortgages become an engine for inflation, as increased mortgage payments would add to increases in the cost of living when the economy is overheating"

Schechter also attacked a bill that would reduce the present requirement that savings and loan associations invest 80 percent of their assets in home mortgages or closely-related loans to 70 percent. The consequence, he warned, would be an accelerated decline in homebuilding during periods of tight money, damaging the economy.

Plate Printers Union Elects New Officers

Ottawa—Angelo LoVecchio was elected president of the Plate Printers, Die Stampers & Engravers at the union's 77th convention here to succeed Constantine Trochanis who is retiring.

Trochanis, 68, has headed the union for the past 15 years. LoVecchio, 65, is president of Local 2, which represents members of the Bureau of Engraving & Printing.

The 15 delegates also elected two new vice presidents, Milton Teichman of Beth Page, N.Y., and Alex Fero of New York, and re-elected Sec.-Treas. James Donegan, Jr., and Vice President John M. Kuiack. Officers' terms are for two years.

The convention approved an increase in the union's per capita payment from $4 to $4.65 per quarter effective July 1.

The union's 400 members specialize in the printing of U.S., Canadian and foreign currencies, stock certificates, bonds and bank notes in the United States and Canada.

Doll Workers Vote Increase In Per Capita

New York—Delegates to a special one-day convention of the Doll & Toy union voted unanimously to increase the monthly per capita payments by ten cents from $1.70 to $1.80.

The decision to boost the per capita came after a presentation by President Julius Isaacson and Sec.-Treas. John Serpico had underscored the need for an upward adjustment in the light of membership losses during the past year as a consequence both of the economic recession and the increasing penetration of the domestic market by imports.

This erosion of membership, Isaacson said, had wiped out the benefits of an increase of 20 cents per month in the per capita that had been approved at the May 1976 convention of the union.

More than Hospital Costs:

Health Care Reform Remains Key Need

Health care costs—rising faster than any other sector of the economy—won't be controlled until Congress enacts a universal comprehensive health insurance program such as the Kennedy-Corman Health Security bill, the AFL-CIO declared.

Bert Seidman, director of the AFL-CIO Dept. of Social Security, told a health care conference in Washington that President Carter's proposed Hospital Cost Containment Act of 1977 "must be regarded as a temporary measure but as such, it could help, at least to a degree, to restrain the rise of health care costs."

"What we need is radical surgery on health care financing and the organization and delivery of care," Seidman said. "Health Security is the only program which will assure good health care for every American. We should not settle for anything less."

The conference, sponsored by the National Journal, also heard Vice President Walter Mondale warn that the health needs of the American people will not be met "until we confront the central issue of rising costs in the health care industry." He and other speakers, including Seidman and President Jerry Wurf of the State, County & Municipal Employees, called for restraints on doctors' and hospital fees.

Mondale said that Carter's proposal to cap hospital cost increases is "a first step toward a much more comprehensive health cost containment effort" and sets "a reasonable upper limit of 9 percent on inflation in hospital costs."

Wurf called the Administration's proposal a step in the right direction, but conditioned AFSCME support for the measure on several amendments, including mandatory exemption of hospital workers' salaries from the proposed cost lid.

Wurf pointed out that hospital workers earn an average of $1,700 less than the average American nonmanagerial worker. AFSCME represents about 100,000 hospital workers.

"What part wage increases do play in rising hospital costs is due mainly to boosts for professionals and supervisors," he said, "not for those on the lower end of the pay scale. Although non-supervisory staff comprise 60 percent of all hospital employees, he said, they account for only 47 percent of the payroll.

Seidman, supporting Wurf's contention that hospital employees and their unions have not been responsible for escalating hospital costs, cited a study by the Council on Wage & Price Stability that found hospital wage increases have accounted for only about 1 percent of the annual rate of increase in daily hospital costs.

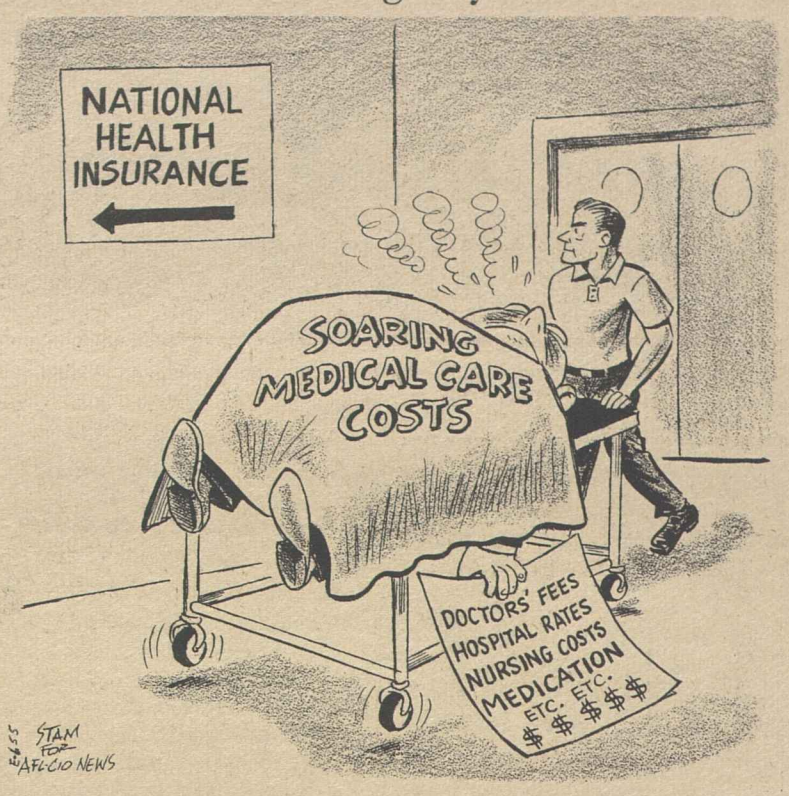
"So clearly we must look elsewhere for the main causes of the hospital cost explosion," he said. "I would suggest to this audience that it is what physicians do and what they don't do that is largely responsible."

The typical fee-for-service practitioner gives little, if any, consideration to the cost implications of his medical decisions, Seidman said. "This lack of concern results in too many hospitalizations and too few preventive and out-patient services," he added.

"This is one of the main differences between prepaid group practice and fee-for-service medical care," Seidman stressed. "By emphasizing prevention and early diagnosis and treatment, group health plans forestall much costly hospitalization and surgery."

By working together to promote the development of sound, viable prepaid group practice plans, labor and management can turn the delivery system around to provide better medical care at less cost to union members and to all employees, Seidman said.

Emergency!



Labor Bids Congress Preserve USIA Role

The AFL-CIO called for preservation of the U.S. Information Agency's independence to assure its credibility and objectivity among listeners abroad and pressed for measures to improve its technical and professional capability.

In a letter to Chairman Dante Fascell (D-Fla.) of the House Subcommittee on International Operations, Federation President George Meany also urged that the Voice of America remain part of the USIA and not become solely "a mouthpiece for official U.S. government policy."

Fascell's panel will conduct hearings in July on public diplomacy reorganization that will directly focus on these issues. Meany voiced the hope that the hearings would serve to strengthen the programs and organizations that carry information about the U.S. to audiences around the world.

"We believe the organizations in this important effort must be less bureaucratic and more professional," Meany said. "The programs must be accessible to greater audiences and must generate understanding and respect abroad for both the quality of content and the accuracy in the clear reflection of American viewpoints, both public and private."

Meany said that the USIA must be given clear authority to maintain its independence to assure that its credibility and objectivity cannot be doubted or attacked. Special attention must be given to preserving and improving the agency's professional and technical staff and its divisions, including the Voice of America, he said.

"The technical aspects of the communication process, which range beyond the preparation of material for dissemination throughout the world, have not received sufficient attention in recent years," he said. "The most accurate and reflective programming is worthless if it does not reach foreign audiences.

"Thus, we believe that the strength of broadcast signal, improved technical capabilities, sufficient technical as well as on-the-air staff and expanded coverage capability are vital.

"The American story must be effectively told and heard if the tests of honest public diplomacy are to be met. We believe the American people want their story told to the world and are willing to pay the essential costs," Meany said.

Breakthrough Pacts Won in Copper Strike

(Continued from Page 1)

tract years, and the sickness and accident benefits will be raised $35 a week over the three years.

Workers at some Kennecott plants, located in four western states and Maryland, had not returned to work pending agreement on local issues but union officials said the remaining issues in dispute were being speedily resolved.

In addition to the Steelworkers, unions involved in the negotiations are the Machinists, Operating Engineers, Sheet Metal Workers, International Brotherhood of Electric Workers, AFL-CIO Metal Trades Dept., Boilermakers, Bricklayers, Carpenters, Oil, Chemical & Atomic Workers, Chemical Workers, Electrical, Radio & Machine Workers, Iron Workers, Maintenance of Way Employees, Molders, Office & Professional Employees, Painters, Plumbers & Pipefitters, Railway Carmen, Laborers, and the unaffiliated Auto Workers, Locomotive Engineers and Teamsters.

Steelworkers Treas. Frank S. McKee is chairman of the Nonferrous Metals Industry Conference.

The conference is the most extensive use of the coordinated bargaining concept, developed to prevent employers from playing off one union against another in negotiations. Copper companies have fought the concept, and it took a strike of eight-and-one-half months in 1967 to achieve a breakthrough.

Differences remain in wages and benefits among the various companies, but the gaps have been narrowed in each round of negotiations.

Black Leaders Endorse Boycott of J. P. Stevens

Atlanta—Two prominent black leaders threw their support to labor's boycott of products manufactured by J. P. Stevens & Co., the giant textile firm that has repeatedly violated the federal labor law in resisting union efforts to organize its employees.

Endorsing the boycott were Rev. Martin Luther King, Sr., and Benjamin E. Mays, president-emeritus of Morehouse College.

In a letter to the clergy of America, King and Mays termed the Clothing & Textile Workers' boycott of Stevens products "a just cause," and said that its successful conclusion would bring economic and social justice to both blacks and whites in the South.

"Indeed, there will be no racial justice in the South unless it succeeds because racial justice today is dependent on economic and social justice," King and Mays said.

Dr. Howard Spragg, executive director of the United Church of Christ Board for Homeland Ministries, who was at the press conference when King and Mays released their letter, added that "the cause of economic justice is one that the United Church feels compelled to move on. . . . Dr. King's and Dr. Mays' call will indeed stir the conscience of the religious community and I will assist them in carrying the message."

Later, at a Kansas City rally of labor and church leaders, King described Stevens as the "nation's No. 1 labor law violator," and urged them to press the fight for justice unflaggingly.

King said his son, the slain civil rights leader, had a chance to give up in his struggle to end racial segregation but he fought it off "just like these Stevens workers."

King said that "it has moved my very heart to see the treatment of persons who work in these plants. Discrimination, like everything else, starts with blacks and goes on to everyone else. Our problems are all the same. No matter the color of your skin or the texture of the hand."

Special Fund Set to Aid Coors Brewery Strikers

The AFL-CIO has established a special fund for contributions to the strikers at Coors Brewery, Golden, Colo., to help the members of Directly Affiliated Local Union 366 turn back the company's efforts to destroy their union.

"Coors management continues adament in its refusal to consider a fair and decent contract," AFL-CIO President George Meany wrote the presidents of the federation's affiliates.

The strike, now in its 11th week, began when management insisted on a contract negating many union-won working conditions and containing provisions that would require any worker to submit to a physical search or lie detector test on demand of the company.

"The local has incurred heavy financial obligations to meet the personal and family needs of the striking members, to take care of the initial boycott expenses and to meet legal costs," Meany reported. While the AFL-CIO has assumed the bulk of the boycott costs, Meany said, "the local needs immediate and continuing strike-finance assistance to supplement weekly AFL-CIO strike benefits, deal with medical and hospital emergencies and to meet pressing local union needs."

Meany said the boycott of Coors beer, called by the local and supported by the AFL-CIO, "has already had a direct impact on the sales of Coors beer in a number of states, including California, the largest sales outlet."

Contributions, identified for DALU 366, should be made payable to and forwarded to the AFL-CIO Secretary-Treasurer, who will administer the special fund.

The issue of the AFL-CIO News scheduled for July 2 was not published because of a city-wide dispute involving 16 Washington print shops and Local 101 of the Typographical Union.

The local has since resolved its dispute with the firm that sets type for the AFL-CIO News and a number of other labor publications. Material scheduled for inclusion in the July 2 issue of the News appears in this issue.

'Soft Spots' Pose Threat To Recovery

(Continued from Page 1)

from the current recession."

He cited new "soft spots" in consumer demand and noted "concern among a number of economists that there will not be sufficient demand in the economy to keep it going in 1978."

Along with job creation, Oswald said, spending ability has to be shored up.

One important method of accomplishing this, he said would be through a higher minimum wage so that workers at the bottom "would be able to buy the things that the economy produces."

Oswald was interviewed on Labor News Conference, the AFL-CIO public service program, by Sara Fritz of United Press International and Frank Swoboda of the Baltimore Sun.

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Carter Support Welcomed On Higher Minimum Wage

No-Fault Insurance Pressed

A federal no-fault auto insurance law is the "best buy" for consumers and should be enacted by Congress, the AFL-CIO urged.

State no-fault laws, despite many deficiencies, "provide better and faster compensation to accident victims," AFL-CIO Legislative Director Andrew J. Biemiller testified at Senate hearings. But only 16 states have any form of no-fault insurance, and many of them were designed to benefit lawyers rather than consumers, the AFL-CIO said.

Biemiller's testimony, presented by Michael Gildea, argued against further delay in passing a federal law requiring no-fault coverage and setting minimum federal standards.

"Nothing much has changed," the AFL-CIO statement noted, "except that accident victims wait longer and get paid less, while lawyers take increasingly more."

Under the no-fault concept, persons injured in an accident would have all medical costs paid and lost wages reimbursed without regard to which party was at fault. That would eliminate the need for most litigation, which adds substantially to insurance costs and could result in either excessive or inadequate compensation to the victim.

An automobile is "almost a condition of employment" for most workers, the AFL-CIO noted. And insurance against accidents is essential. "Yet under the existing auto

(Continued on Page 8)

PROGRESS IN CAMPAIGN to reform federal labor laws is outlined by AFL-CIO Sec.-Treas. Lane Kirkland for leaders of state central bodies and major city labor councils during a strategy briefing in Washington. Similar sessions were conducted for labor editors and directors of public relations, education and research.

Recession Threat Heightened:

Jump in Jobless Rate Sets Back Recovery

Unemployment climbed back up in June, wiping out a two-month decline and reinforcing fears that a weak economic recovery is running out of steam.

The White House termed the reversal "discouraging" and AFL-CIO President George Meany called it convincing evidence that "unemployment remains the nation's number one economic problem."

The seasonally adjusted "official" unemployment rate compiled by the Bureau of Labor Statistics showed a rise in employment overshadowed by the rise in the number of people actively seeking jobs. This pushed the BLS jobless rate to 7.1 percent, up from 6.9 percent the previous month.

There was an even bigger rise in the AFL-CIO's parallel count of the "true" jobless rate, which moved back into the double-digit range. This counts persons who have given up an active job search because they don't see any prospect of immediate employment and includes half the people working in part-time jobs because full-time work isn't available.

"Taking these workers into account," Meany said, "the true unemployment rate in June would be 10 percent—up four-tenths over last month."

By the government's count, the number of persons working part-time because of a lack of full-time work rose 80,000 in June. It stood at 218,000 higher than a year ago seasonally adjusted, and 269,000 more in actual numbers.

The BLS quarterly count of "discouraged workers" showed this category the highest in nearly two years. The average during the second quarter of this year was 5,762,000 — the highest since the third quarter of 1975.

The White House did take some consolation in a drop in the wholesale price index for June, due to a decline in farm products and pro-

(Continued on Page 7)

White House Backs Cargo Preference

By David L. Perlman

President Carter has pledged his support to a minimum wage bill close to labor's goal and to legislation that would reserve a share of oil imports for American-flag tankers.

Both measures were on the AFL-CIO Executive Council's high priority legislative agenda. They were the subject of negotiations with—and within—the Carter Administration. The White House endorsements now give the green light to Congress.

$2.65 Floor

The AFL-CIO welcomed President Carter's support for "a significant improvement in the minimum wage" and called on Congress "to move quickly to translate this agreement into legislation."

A compromise agreed to by the White House is a substantial advance over the $2.50 an hour pay proposal Carter made last March. It would, through a series of step-ups, bring the minimum wage above the poverty level and keep it there.

AFL-CIO President George Meany said labor was proud to have been part of an effort by the Coalition for a Fair Minimum Wage to persuade the Administration that its initial proposal was inadequate.

"We applaud the President for his decision to support the compromise, thus demonstrating his concern for the working poor," Meany said.

House Labor Committee Chairman Carl D. Perkins (D-Ky.) said the Administration-backed bill would raise the present $2.30 wage floor to $2.65 in January.

The minimum would then advance in two annual steps to a permanent level of 53 percent of the average straight-time factory wages. Automatic adjustments each year

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Oil Cargoes

The compromise cargo preference bill the Administration will urge Congress to enact is seen by maritime unions as essential if the American flag is to be more than a rare curiosity on the world's sealanes.

It would reserve a small, gradually growing share of the nation's oil imports to be carried in tankers that are built in U.S. shipyards, registered in the United States and operated by American crews.

Only 3 to 4 percent of petroleum imports are now carried in American-flag ships; the bill the President has agreed to support would approximately triple that ratio. It would set an initial 4.5 percent quota, rising 1 percent a year to reach 9.5 percent in 1982.

President Paul Hall of the AFL-CIO Maritime Trades Dept. termed the Carter Administration's decision "an important step" towards strengthening the national security and creating needed jobs for unemployed American seamen.

It is a much smaller step than the 1974 bill that President Ford vetoed, which would have started with a 20 percent cargo preference if suitable ships were available. But House Merchant Marine Commit-

(Continued on Page 8)

Senate Votes Funds For Breeder Reactor

The Senate rejected President Carter's attempt to halt work on a labor-supported nuclear breeder reactor project at Clinch River, Tenn.

After defeating the Administration proposal, 49-38, it approved a compromise measure authorizing $75 million to continue development of the new energy technology, but delaying the actual start of construction. The Senate Energy Committee had recommended a $150 million authorization, as has the House Science Committee in a companion bill scheduled for early floor action.

The Clinch River project, linked to the TVA system, is intended as a demonstration of the commercial feasibility of generating electricity through a process that uses plutonium as a fuel and actually produces more plutonium than it consumes as a byproduct.

President Carter's concern is that such reactors would make more difficult attempts to control and limit world plutonium production. Plutonium is a key ingredient of nuclear weapons.

AFL-CIO Legislative Director Andrew J. Biemiller wrote senators before the vote that the President's opposition was "shortsighted, particularly in light of continued research and development of nuclear

(Continued on Page 8)

Poll Shows Unions Have Strong Public Backing

Americans agree that "most working people need labor unions to protect their rights."

Despite a massive anti-union campaign by employer organizations and right-wing groups, a majority of Americans in every region of the nation thinks highly of unions.

Nationwide, according to a poll commissioned by the AFL-CIO, 59 percent agreed that workers need unions. Thirty-four percent disagreed and 7 percent weren't sure.

The poll, taken between May 27 and June 1, showed support for unions exceeding 60 percent in the Northeast and North Central states, among city dwellers and suburbanites. But there were clear majorities also in the South and West and among rural households.

Only 35 percent of the nationwide random sampling agreed that "even if there weren't labor unions, big corporations would pay fair wages and give decent benefits to people who work for them."

Fifty-four percent disagreed with

(Continued on Page 3)

REDUCTION OF HAZARDS for foundry workers through a national training program is explored by a labor advisory committee to the Occupational Safety & Health Administration. The program will be financed with a $1.7 million Labor Dept. grant. The advisory committee, meeting at the AFL-CIO Industrial Union Dept., is headed by James Wolfe, research director of the Molders.

Response to Helms Isn't What He Bargained For

Sen. Jesse A. Helms (R-N.C.) got a reply from a letter of solicitation he sent to Frederick O'Neal, but it wasn't in the form of a check.

Helms is one of the right-wing members of Congress who regularly solicit funds for anti-union crusades by such organizations as the National Right to Work Committee.

O'Neal, who is president of the Actors & Artistes and a vice president of the AFL-CIO, had received several such solicitations—and was getting fed up.

He fired back an outraged protest at the allegations of unions "taking over" and "seizing control" of the government.

O'Neal wrote of the real goals of the labor movement, "improvements in our society that will benefit the nation as a whole and not just union members."

He cited support for an improved minimum wage, even though workers under a union contract all get more than the minimum wage. And he noted labor's strong call for national health insurance, even though most union members have health protection substantially better than average.

In his travels, O'Neal wrote, he has found that it is the nations with weak unions that are least stable and most subject to upheavals.

It is "disturbing," O'Neal wrote Helms, "to find persons in such high positions as yourself . . . carraying on this vicious campaign."

He warned the North Carolina senator that "if the kind of union-busting, anti-labor, antiprogressive programs espoused by you and others ever succeed in this country, you will have created a society in which communism is sure to flourish, and you can justifiably take proper credit."

Hebrew U. Awards Rustin Scholarship

New York—Sheila T. Lynch is the first recipient of the Bayard Rustin Scholarship for a year's study at Hebrew University in Jerusalem, A. Philip Randolph, chairman of the Black Americans to Support Israel, announced.

Miss Lynch, a junior majoring in communications at St. Louis University, is the daughter of Steelworkers Vice President Leon Lynch.

The Rustin scholarship is named for the president of the A. Philip Randolph Institute.

Funds Urged For No-Fare Transit Plan

Amalgamated Transit Union President Dan V. Maroney urged a federal study commission to recommend a "no-fare" mass transit system supported by federal, state and local tax revenues.

He termed transit facilities an essential public service that can't survive on user charges and shouldn't be required to do so.

Maroney proposed that the federal government provide the bulk of capital funds and an "equitable" share of operating costs to create transit systems that would revitalize urban areas, provide enormous savings in fuel and expand job opportunities.

The economic dividends could come close to paying the costs, he suggested.

Maroney presented his statement to the National Transportation Policy Study Commission, a 19-member body of six congressmen, six senators and seven private citizens named by the President. It was set up by Congress last year to study the nation's transportation system and make recommendations for improving it.

One deficiency in the commission, Maroney said, is a lack of labor and consumer representation.

Federal help may also be needed to preserve inter-city bus service, Maroney noted. The pattern of reduced service and increased fares that plagued local transit systems is now being experienced on intercity lines, including the big Greyhound and Trailways systems.

He urged as a first step federal relief from payment of fuel taxes and excise taxes on vehicles and parts, with more direct help to continue marginal or money-losing operations in rural areas.

"Ultimately," he contended, "the over-the-road system must be recognized as an integral part of the total transportation network and must receive similar tax support in the public interest."

Job Bank List Assailed For Substandard Pay

A new Labor Dept. listing of unfilled jobs supposedly available through state employment services is clearly "misleading," AFL-CIO Research Director Rudy Oswald charged.

The department published a computerized list of 459,000 job openings submitted by employers during May and reported that 213,000 of them were still unfilled as of June 1. The reported vacancies were in 41 states and the department said its computerized "job bank" represents "the largest, most comprehensive and up-to-date resource of information on job openings."

Oswald said some of the listings "are not real openings" but an effort by employers to build up a roster of job-seekers.

Many others, he said, "pay substandard wages and have substandard working conditions." He cited listings for highway laborers at $2.96 an hour, substantially less than half the union wage scale for a laborer.

Further, Oswald said, the average wage rates in some of the listings indicate that many of the jobs pay less than the minimum wage.

Sub-minimum jobs shouldn't even be listed with the U.S. Employment Service, he declared.

Union Growth Mars R-T-W Optimism

Albuquerque, N.M.—The National Right to Work Committee has found that where there's a silver lining, there's probably a cloud.

The Albuquerque Tribune quotes the committee's president, Reed Larson, as expressing optimism that New Mexico will in the next few years join the list of states that prohibit the union shop. He claimed that job opportunities are growing in the "right-to-work" states.

But the newspaper adds that Larson finds this "sometimes frustrating because as more jobs appear, so do more unions."

Two Unionists on Productivity Panel

Members of a new panel to examine productivity concepts and measurements include AFL-CIO Economist Markley Roberts and Machinists Research Director Reginald Newell.

The two will join a dozen representatives of business and academic institutions in a review of the concept, definition, methodology and data gaps of current productivity statistics. The panel held its initial meetings May 19-20 at the National Academy of Sciences in Washington, D.C.

AFL-CIO Affiliates:

Conventions Slated For Balance of 1977

Below is a list of convention scheduled for the remainder of 1977 by AFL-CIO national and international affiliates and state central bodies. Changes and additions will be reported.

DATE	ORGANIZATION	PLACE
July 19-21	Stove Workers	Newark, Ohio
July 20-23	Texas	Austin
July 25-29	Retail Clerks	Honolulu
Aug. 1-6	Aluminum Workers	New Orleans
Aug. 8-12	Boilermakers	Vancouver, B.C.
Aug. 8-12	Oil, Chemical & Atomic Workers	Los Angeles
Aug. 8-12	United Garment Workers	Kansas City
Aug. 10-12	Utah	Salt Lake City
Aug. 14-19	Teachers	Boston
Aug. 15-17	Nebraska	Omaha
Aug. 18-20	Montana	Butte
Aug. 20-26	Typographical Union	Cincinnati
Aug. 26-28	Farm Workers	Fresno, Calif.
Aug. 26-28	New Mexico	Albuquerque
Aug. 29-Sept. 1	Maryland-D.C.	Baltimore
Sept. 5-9	British Trades Union Congress	Blackpool, England
Sept. 8-10	South Carolina	Myrtle Beach
Sept. 8-10	North Dakota	Grand Forks
Sept. 9-10	Delaware	Rehoboth Beach
Sept. 9-10	Wyoming	Cheyenne
Sept. 12-14	Asbestos Workers	Bal Harbour, Fla.
Sept. 14	Colorado	Grand Junction
Sept. 16-18	Vermont	Burlington
Sept. 18-21	Minnesota	St. Paul
Sept. 18-23	Bricklayers	Las Vegas, Nev.
Sept. 19-22	Allied Industrial Workers	Bal Harbour, Fla.
Sept. 19-23	Oregon	Eugene
Sept. 21-23	Iowa	Waterloo
Sept. 26-28	Tennessee	Nashville
Sept. 26-29	Illinois	Peoria
Sept. 26-30	Amalgamated Transit Union	Washington, D.C.
Sept. 28-30	Connecticut	New Haven
Oct. 3-7	Transport Workers	New York
Oct. 6-8	West Virginia	Charleston
Oct. 10-12	Alabama	Montgomery
Oct. 10-14	Telegraph Workers	Cincinnati
Oct. 12-14	Kansas	Topeka
Oct. 24-28	Woodworkers	Portland, Ore.
Oct. 27-28	Industrial Union Dept.	Atlanta
Oct. 28-30	New Hampshire	North Conway
Oct. 31-Nov. 4	Massachusetts	Boston
Nov. 7-11	Flight Engineers	Hong Kong
Nov. 15-16	Public Employee Dept.	Washington, D.C.
Nov. 30-Dec. 2	Building & Construction Trades Dept.	Los Angeles
Dec. 1-2	Food & Beverage Trades Dept.	Los Angeles
Dec. 3-5	Metal Trades Dept.	Los Angeles
Dec. 4-7	International Labor Press Association	Los Angeles
Dec. 5	Horseshoers	Anaheim, Calif.
Dec. 5-6	Union Label & Service Trades Dept.	Los Angeles
Dec. 5-7	Maritime Trades Dept.	Los Angeles
Dec. 7	Council of AFL-CIO Unions for Professional Employees	Los Angeles

2 Unions Win Gains For TV Performances

New York—The Screen Actors and the Television & Radio Artists jointly negotiated new three-year agreements that provide for a 30 percent increase in actors' minimum rates for prime time television dramatic programs.

The settlement on the identical contracts came after six weeks of intense talks by SAG and AFTRA negotiators with the Association of Motion Picture & Television Producers and three major commercial TV networks.

The executive boards of both unions unanimously approved the agreements, which went into effect July 1. Overwhelming approval also has come from SAG and AFTRA members.

In addition to the 30 percent increase in basic actors' fees, the contracts provide for a significant boost in pension and welfare plans of the two unions.

Another major improvement is the elimination of cut-rate payments for "out-of-season" network reruns in the last year of the agreements.

Improvements were also made in the computation of non-acting time, including travel, that is now creditable toward overtime rates. And time spent in makeup, hair dressing, wardrobe, waiting and rest periods, will also be counted for premium pay.

Other contract gains include an increase in the "money break"—the guarantee against which fees can be applied; improved per diem allowances, and protection against outside interference with the casting of actors.

Chesser Hits 'Inane' Management:

Congress Urged to Explore Nationalization of Railroads

Congress should launch a comprehensive study into the nationalization of the railroad industry to protect the nation from a regressive and inept management, President Al H. Chesser of the United Transportation Union declared.

Chesser, who has opposed nationalization in the past, said that the country "can no longer stand the folly of rail management."

A prime example of retrogressive management, he charged, is the "inane" demands and notices served on the UTU and other unions representing nearly 500,000 railroad workers in the current round of contract negotiations.

Chesser took particular issue with the management notice calling for a reduction in train and yard operating crews. The industry also has called for a cut in wages through a change in work rules.

He warned that by such proposals, railroad executives are inciting a strike even before serious negotiations get under way. The current agreement with the 21 rail unions and the 58 Class I carriers expires at the end of the year.

Chesser announced at a Washington press conference that Conrail and a few other railroads have disclaimed the rule change notices served on the UTU by the National Railway Labor Conference (NRLC), the bargaining representative for the Class I carriers.

He charged that the "crew consist" demand made by the NRLC is not legal and has upset the six-year effort of the UTU to improve relations with management.

Chesser pointed out that the courts ruled in 1967 that the crew size issue cannot be negotiated nationally, stressing that it is strictly a local issue.

"The crew consist issue is by no means insoluble," he said. There are at the present time several hundred train and yard asignments operating with crews of less than a conductor and two brakemen."

The carriers are seeking to impose crew reductions on most runs through national negotiations.

Although management is continually pressing to reduce the size of operating crews, Chesser observed, it has failed to make similar savings among its own ranks.

He noted that between 1960 and 1975 the number of working railroad employees has declined from 765,451 to 477,341. Conversely, during that same 15-year period, the number of railroad executives has increased from 15,043 to 17,007.

"The greatest and most pressing problem in the railroad industry today, as in the past, is inept management," Chesser charged. He said that few railroads have "qualified and knowledgeable management, including the chairman of the board, president and other executive officers, who stumble over dollars to pick up pennies."

Another major concern of the unions is the attempt of management to cut wages by changing the basis of pay, Chesser said.

He accused the carriers of misleading the public by issuing press releases claiming that operating employees are paid two to three days' wages for a 100-mile train run.

"What they neglect to point out," Chesser stressed, "is that as a result of concessions granted to them permitting the establishment of interdivisional and interseniority runs, these crews are now operating over distances of 200 to 300 or more miles—the equivalent to two or three or more days of work—at a tremendous savings to the carriers."

When all the demands and notices of the NRLC are put into perspective, Chesser said, they reflect a picture of the "antiquated, mossback thinking" of a management that has lost its respect.

Chesser said that he has already discussed the UTU proposal for a nationalization study of the railroads with a number of members of Congress. He said a thorough study of the industry's problems would take at least six months.

CONGRESSIONAL STUDY into nationalization of U.S. railroads is urged by President Al H. Chesser of the United Transportation Union at a Washington press conference. UTU Vice President Fred A. Hardin, left, is the union's chief negotiator in the current round of contract talks with the railroad industry.

O'Malley Fills New England Regional Post

John F. O'Malley has been appointed director of AFL-CIO Region VIII effective July 1, Federation President George Meany announced. He succeeds Franklin J. Murphy who retired as director of the New England states region June 30.

O'Malley, formerly a field representative in the Dept. of Organization & Field Services for the region, is 48. He has been on the federation's organizing staff since February 1963.

A member of the International Brotherhood of Electrical Workers since 1952, O'Malley has served as a steward and president of IBEW Local 1505. He also had been a vice president of the Massachusetts AFL-CIO and vice president of the South Middlesex County Labor Council.

O'Malley was the organizing department's first intern when the AFL-CIO established the headquarters internship in 1967. He lives with his wife, Evelyn, in Framingham, Mass.

Steel Strikers Backed Against Union-Busting

AFL-CIO President George Meany has called on all trade unionists to rally to the support of 354 members of Steelworkers Local 7326 of Eufala, Ala., who have been forced to strike American Buildings, Inc., to preserve their union in the face of "a vicious union-busting effort."

In a letter to all of the labor federation's affiliated unions and state and local central bodies, Meany reported that American Buildings, after 10 years of "stable and harmonious labor relations," has put its negotiations in the hands of a union-busting lawyer who confronted the union with "take-it-or-leave-it proposals." These included a regressive wage classification system and drastically reduced benefits.

Since the strike began last Dec. 2, Meany said, the company has "hired scabs and undertaken a harassment program against the strikers, resulting in a number of arrests, many on trumped-up charges."

American Buildings manufactures metal buildings used for warehouses, banks, schools, auto showrooms and retail shops, as well as storage bins for agricultural products.

"The members of Local 7326 need and deserve the full support of the labor movement," Meany declared. "This company's union-busting tactics should be brought to the attention of your members. I urge all Americans who believe in justice and fair play to demand that this company drop its union-busting efforts and return to the bargaining table to seek a just and fair settlement to this strike."

Where businesses plan to erect buildings made by the company, Meany said, "I hope union members will inform the owners about American Buildings' 19th Century approach to labor relations and point out that the buildings are made by unskilled strikebreakers, not the skilled workers of Steelworkers Local 7326."

Study Finds Men's Clothing Imports Threaten to Take Half of U.S. Sales

New York—Imports of men's clothing could take over 50 percent of the U.S. market by 1987 if their current growth rate persists, a study conducted for the Clothing & Textile Workers concludes.

Between 1965 and the end of 1976, the study notes that employment in the men's clothing industry dropped 25 percent even while U.S. employment rolls increased 32 percent. In 1976 alone, job losses attributed to imports in three major branches of the industry—suits, coats, shirts and single pants—ranged from 25,000 to 45,000.

The report, prepared for ACTWU by Prof. John T. Dunlop of Harvard University with Prof. Elisabeth Allison, also notes that 20 percent of U.S. men's clothing firms have fallen victim to imports since 1965.

Until 1965, the report says that the wardrobe of the average U.S. male was almost totally American-made. But in 1976, it would be rare to find a wardrobe without foreign labels, including about 30 percent of the shirts, 30 percent of sportcoats, 18 percent of pants and 12 percent of suits.

Dunlop, the former secretary of labor, and Allison also note in their findings that imports have risen in value even more rapidly than in volume. Imports now compete in every price range and product.

Other major findings of the study:

- Imports have penetrated every important sales outlet, including department stores, specialty shops and mass merchandisers.
- Mass merchandisers, department store chains and U.S. manufacturers now produce men's apparel abroad and import directly.
- Major exporters to the U.S. market include France and Eastern Europe for higher value goods and the Caribbean and South America for lower value goods.
- When an import is used as a "fill in" line by a department store and sold along with a standard brand, the import is sold at the brand price — thus putting the mark-up higher.

In projecting the current import trends as it would affect the domestic industry in coming years, the study suggests that the outlook is not encouraging.

- Domestic producers face a disadvantage in both labor and materials costs even with freight and customs duties of 20 to 40 percent.
- Without new investment in the domestic industry, which has declined since 1973, U.S. productivity will fall.
- Increased foreign competition can be expected at the upper end of the U.S. market. This would result from foreign trade agreements —such as the Multifiber Arrangement (MFA)—that encourage production of higher-value goods for export to the U.S. market.

On the other hand, the study pointed out that improving economic conditions in the United States, along with an increase in consumers' disposable income, would help both domestic and foreign producers. And a massive increase in the number of American males in 30-45 age group during the next decade will allow the domestic industry some absolute growth despite increased import penetration.

Even so, the study concludes, imports will continue to grow rapidly and at the current rate will reach or exceed 50 percent of all men's clothing by 1987.

"This conclusion is sensitive to the rate of growth of the domestic economy, the terms which are negotiated for the MFA and the manner in which it is administered, and inflation rates at home and abroad," Dunlop and Allison point out.

Poll Reveals Broad Support Of Union Role

(Continued from Page 1)

that assumption. And even among non-union families, more disagreed than agreed.

By overwhelming margins, persons polled declared that unions have done more than large business organizations to support a higher minimum wage, full employment, social security, better housing, Medicare, civil rights legislation, lower fuel prices, closing tax loopholes and aid to education.

As an example, 61 percent said labor had done most to promote full employment, while 14 percent said business, 13 percent didn't know, 8 percent said both and 4 percent said neither.

The poll was conducted by Public Interest Opinion Research among a random sampling of persons 18 or older.

Strike by 300 Wins Accord With Distillery

Pekin, Ill.—The Distillery Workers approved a new contract with the American Distilling Co. giving some 300 workers here a 25-cent hourly wage increase in each of the next three years, plus higher company contributions to the union's pension and health and welfare plans.

President Dave Brown of Distillery Workers Local 300, who headed the union bargaining team, said the company agreed to raise its contribution to the pension plan from 20.7 to 65 cents an hour per employee. The firm also agreed to boost its contribution to the union's welfare insurance plan from 56 to 75 cents a month per worker.

The settlement ended the union's 16-week strike at the company's main distilling and bottling plant here. The strike, which began on Mar. 6, closed the plant. The union's old contract expired Jan. 15.

A Federal Mediation & Conciliation Service representative assisted in reaching the agreement. Locals from three other unions honored the Distillery Workers' picket lines.

Alfred Zuck Named To Labor Dept. Post

Alfred M. Zuck, a Labor Dept. career employee since 1958, has been appointed assistant secretary of labor for administration and management.

Zuck, 42, succeeds Fred G. Clark, who has returned to the U.S. Customs Bureau, where he was employed before joining the Labor Dept. in 1973.

The Legislative Task

PRESIDENT CARTER'S support, important and welcome as it is, won't assure that Congress will pass an effective labor law reform bill, improve the minimum wage and reserve a share of oil imports for ships flying the American flag.

The determined suport of individual union members, expressed through letters, cards and visits to members of Congress, is equally needed.

It was this type of broad support that helped persuade the President to endorse a minimum wage proposal significantly better than the $2.50 plan he submitted to Congress earlier this year.

Working people can take satisfaction in his decision, but they cannot be complacent—not in this Congress that has been so erratic in its judgments and so closely divided on issues.

The task force that the AFL-CIO Executive Council set up will be pinpointing problem areas and calling for home district and home state reinforcements as labor's program moves through the House and Senate.

Labor's foes will be equally active.

But workers now have the assurance that if Congress passes these bills, the President will sign them into law.

It's up to Congress—and to every AFL-CIO union and its members.

Food Stamp Reform

THERE HAS OFTEN BEEN more heat than light in congressional debate over the food stamp program. So it is welcome news that the House Agriculture Committee has brought out a bill that labor can and does support.

Overall, it is a good and balanced reform measure.

Like the Senate-passed bill, it eliminates the needless red tape that required low-income families to put up scarce cash each month to buy a required number of stamps before getting their free "bonus" stamps.

That single reform will allow more unemployed, poor and aged people to take part in the program. It will also eliminate fraud in the sale of stamps.

The bill also sets gross income limits that will confine eligibility to those most in need. It will end the rare but highly publicized cases of apparently affluent persons somehow qualifying for benefits.

Strikers remain eligible if they meet the same test of need and searching for work applied to every other food stamp recipient, including a limit on savings and other assets.

Congress has in the past rejected punitive attempts to disqualify strikers, regardless of need, and it should continue to do so.

The House should also firmly reject two other damaging amendments likely to be offered.

One would set a ceiling on total food stamp costs. Thus a new spurt of unemployment would force benefits to be cut.

The other, particularly vicious, would require food stamp recipients to buy their stamps by working without pay at public service jobs. They would be competing with workers who depend on these jobs for their livelihood, and the requirement would virtually demolish the public service jobs program for unemployed workers.

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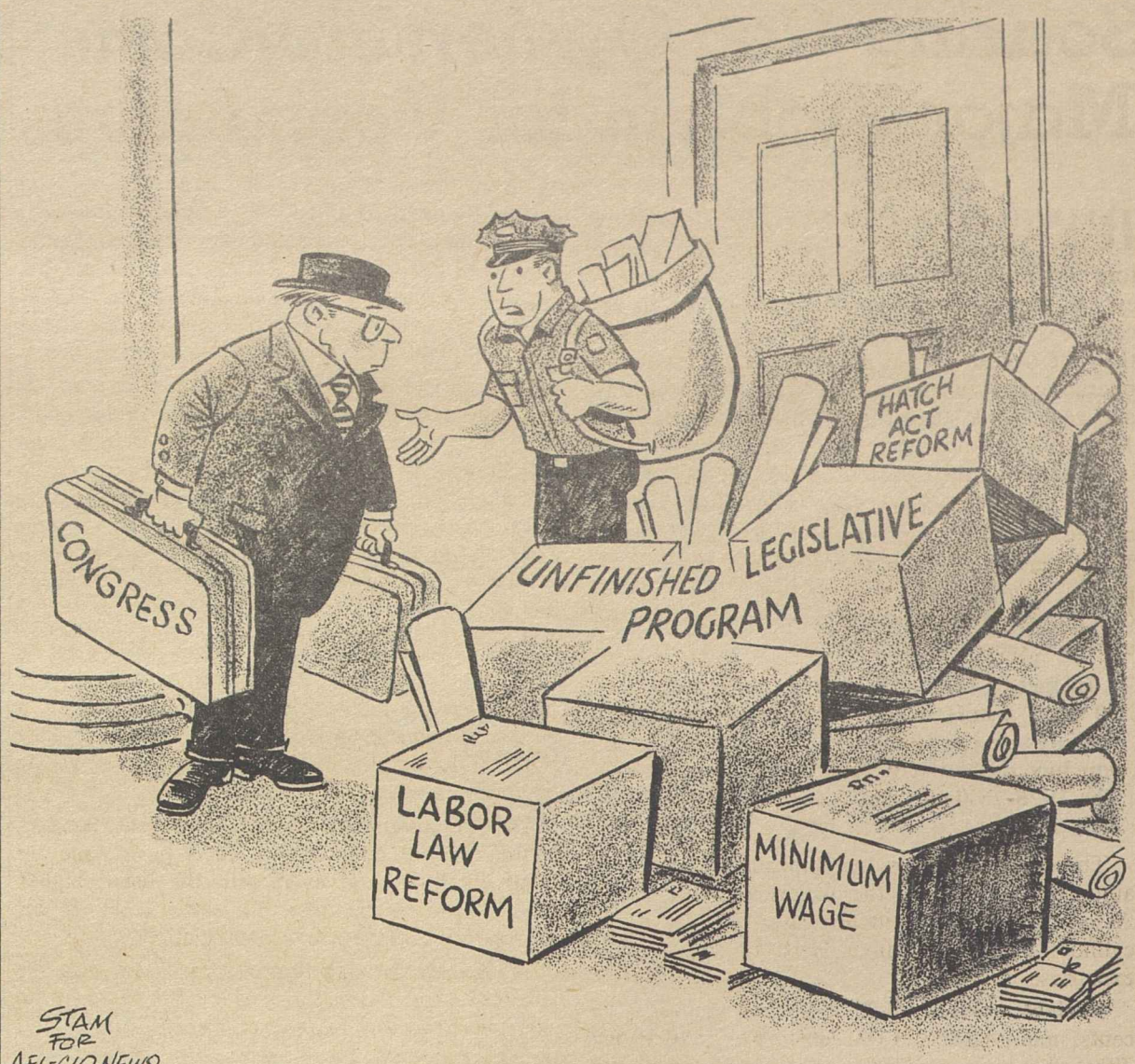

STAM FOR AFL-CIO NEWS E-666

Ignoring the Record:

Minimum Wage Foes Spread Mischievous Myths on Impact

By Gus Tyler

OVER THE 11-YEAR PERIOD that Congress has increased the minimum wage from its 1965 level of $1.25 to its current level of $2.30, the unemployment rate for teen-agers has risen from 15.6 to 19 percent, writes Rep. Dick Schulze (R-Pa.) in Human Events, the national conservative weekly.

"Every time Congress raises the minimum wage, youth unemployment rises concurrently." That's why Schulze—and others—oppose raising the minimum.

This argument has been repeated so often and so authoritatively in the last several months that it has almost come to be an accepted fact. Yet from the record it is pure myth, a mischievous myth.

The minimum wage law has been in effect since 1938. During this period there have been 10 increases in the minimum wage.

We know exactly what the impact of this minimum wage has been on employment in general and on the employment of youth in particular. We know because the law orders the Labor Dept. to make regular surveys to determine whether higher minimums cause unemployment. And the uniform answer has been No! In 1966, the Secretary of Labor reported to Congress: "The record is that after the minimum wage was set at 25 cents in 1938, 30 cents in 1939, 40 cents in 1944 and $1 in 1956, employment in the United States always went up."

The record of the previous five years, continues the report, "during which four increases in statutory minimum wages became effective, parallels and confirms the previous experience."

During these same years (between 1961 and 1965), continues the report, "employment went up faster and further among the worker groups (teen-agers, unskilled, nonwhite) which are most affected by the minimum than among those adults, skilled, white) less affected by it." The 1968 report showed employment still on the rise with unemployment for all categories at a historic low.

So for 30 years, the record showed that higher minimums did not cause unemployment.

Then in 1969, Nixon decided to "cool the economy." In four years, the jobless rate doubled from 3 to 6 percent and then tripled to 9 percent.

In the process, unemployment hit everybody, including teen-agers. Schulze points out that youth unemployment rose from 15.6 to 19 percent—a surprisingly small increase of about 21 percent. During the same period, average unemployment in this country rose by more than 100 percent.

How did it happen? First, Nixon impounded tens of billions in federal appropriations, tossing out of work tens of thousands of workers who were supposed to be carrying through government contracts. Then he let the interest rates go up to discourage both buying and investing.

Thus, he gave birth to unemployment that, in turn, spawned more unemployment. And now some of his disciples blame it all on the minimum wage that over the years has brought a few more pennies to the lowest paid in the land so they might live just a little bit better and so that they might add their bit to expanding the nation's buying power—and employment.

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Human Rights For Workers

We say that workers' rights are human rights. And the fight to reform the labor laws and provide effective, prompt, orderly procedures to guarantee workers' rights—that, too, is a human rights issue.

We believe that poverty wages are a human rights issue. We believe that discriminating against workers for union activity is a human rights issue. We believe that twisting and flouting and stalling the law to deny workers' rights is a human rights issue.

We are not asking for a new law. We are asking the Congress to make an old law work, fairly and effectively.

We are not engaged in an anti-employer campaign. Every decent employer has nothing to fear from our efforts, for decent employers don't engage in the despicable practices that this bill will outlaw.

—AFL-CIO Sec.-Treas. Lane Kirkland at conference of state and local central body officials on labor law reform, July 13, 1977.

How to Buy:

Soaring Car Ownership Costs Major Problem for Consumers

By Sidney Margolius

RELENTLESSLY CLIMBING car and utility and heating costs have become two of the toughest problems for moderate-income consumers. Despite their already sharp increases in recent years, these expenses are still going up faster than the overall cost of living. Car ownership and operating costs went up 10 percent, and electricity and gas costs a staggering 14 percent, in the past 12 months, compared to the severe enough jump of 7 percent in the Consumer Price Index.

The car costs are the larger item. A fairly typical family of four probably now spends about 11-12 percent of its after-tax budget for car expenses, even with just one car and a second-hand one at that. This is more than any other living expense except food and housing.

In fact, it now costs over $2,000 a year or 20 cents a mile to own and operate an intermediate-size car 10,000 miles a year, assuming you buy the car new and keep it four years. The 1975-76 figure was $1,831 a year or 18.3 cents a mile.

These are estimates by Runzheimer and Co., auto accountants, for the American Automobile Association. The estimates are for an eight-cylinder Chevelle Malibu. Here are the specific expenses:

Variable costs per mile: Gasoline and oil, 4.11 cents; maintenance, 1.03 cents; tires, .66 cents. Total, 5.8 cents, or $580 for 10,000 miles a year.

Fixed costs: Comprehensive insurance ($50 deductible), $80; collision insurance ($100 deductible), $188; property damage and liability insurance ($100/300/25M), $250; license, registration, taxes, $74; depreciation, $847. Total, $1,439.

The sharpest increase since 1975 has been for insurance, up 35 percent from $383 to the new estimate of $518. You may, of course, not have as big a bill for your own car, depending on locality, etc. Further reductions also are possible by taking larger deductibles and dropping collision insurance altogether on older cars.

Interestingly, despite the increase in the price of gasoline, the per-mile cost of the gas in the latest estimate has dropped. The new figure is 4.11 cents a mile compared to 4.82 in 1975.

The AAA attributed the drop to the greater fuel efficiency of the 1977 models. The 1975 intermediate car used in the study got 13.5 miles per gallon; the 1977 model, 16.5.

Most moderate-income families have to and do operate cars for less than $2,000 a year. A representative family of four probably would have costs closer to about $1,500.

Smaller cars do save. The annual fixed costs for a four-cylinder subcompact range from $1,077 in a low-cost rural area to $1,792 in a large city, and from 3.85 cents to 4.85 cents a mile for the variable costs. For a six-cylinder compact, costs would be $1,113 to $1,851, and 4.6 to 5.55 cents a mile. For an intermediate eight, costs would be $1,157 to $1,924, and 5.25 to 6.25 cents; and for a standard eight, $1,324 to $3,168, and 5.2 to 6.5.

In reality, for moderate drivers who may do less than 10,000 miles a year, six-cylinder compacts don't cost much more to operate than four-cylinder subcompacts. The fixed costs are much the same. The main saving of the subcompacts is lower gas consumption. For 10,000 miles a year, a small four-cylinder car would save $111 in a low-cost area, and $129 in a large city, Runzheimer estimates.

THE MOST COMMON COST CUTTER is keeping a car longer than the four years in the Runzheimer estimate. Depreciation of $847 a year is still the biggest item in the estimate. This is the difference in market value of a car at the beginning and end of the year.

Despite complaints of high repair bills, the fact is that overall maintenance costs have gone up relatively little, and even with the usual higher repair costs in the fifth and sixth years, repair bills rarely catch up with depreciation.

It's worth knowing that standard size cars are subject to their largest loss in market value in the early years of ownership. Depreciation on small cars is spread out more evenly. Obviously it pays large car owners even more than small-car owners to keep their cars longer.

You also can reduce the normal depreciation by cream-puff care. Good maintenance also saves gas. The AAA says that car components requiring periodic maintenance that can affect gasoline consumption are: air filter, ignition system (spark plugs, distributor points and ignition timing), carburetor and air fuel mixture, cylinder compression, and lubrication.

Two summertime savers: (1) Buy gas in the morning; it expands in the heat of the day and you get less actual gas per gallon. (2) Park in shade to retard evaporation.

Any season, don't let the attendant squirt a little more into the tank after the pump has shut off. Spillage is inevitable.

A debate has broken out over whether to keep the 55-mile speed limit. It does save gas and also was found to reduce severe accidents. Most cars get about 25 percent more miles per gallon at 50 mph, and about 20 percent at 55, than at 70. A Gallup poll found college students and teenagers most resistant to appeals to hold down speeds to 55.

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'Common Sense' Approach:

Strong Attack on Job Hazards Expected in New OSHA Policy

THE NEW "common sense" approach to the federal job health and safety law should help speed long-delayed implementation and stiffen enforcement of regulations to protect workers against occupational injuries and diseases.

That assessment was made by AFL-CIO job safety and health expert George H. R. Taylor, who said that concentration on irrelevant standards has hampered efforts to make the 1971 Occupational Safety & Health Act fully effective. He said that "nit-picking aspects" have made the job of making OSHA work as Congress intended much more difficult than it should have been.

One of the key elements of the new Labor Dept. program is to attack health hazards in the workplace far more vigorously than has been done over the years.

He pointed out that the National Institute for Occupational Safety & Health reports that some 16,000 toxic substances are found in the nation's workplaces, 1,100 of which are cancer-causing agents, but only 17 occupational health standards have been put on the books. Taylor appeared on the AFL-CIO produced public affairs radio interview Labor News Conference.

Taylor, an economist in the AFL-CIO Dept. of Research and executive secretary of the AFL-CIO Committee on Occupational Health & Safety, said that the "determination . . . to shift priorities is a welcome step forward." He pointed out that the Dept. of Health, Education & Welfare estimates that some 100,000 U.S. workers die from occupational illnesses each year, and that millions of workers are potentially exposed to one or more of the chemicals or other substances which have been determined, by animal experimentation or other methods, to be toxic.

Taylor said that the recent crackdown by the Occupational Safety & Health Administration on a Chicago company for "a series of serious and willfull violations" involving the toxic chemical DES "indicates that employers who are exposing their employees to toxic chemicals can expect much closer scrutiny and much sterner enforcement" under the new program. He said he believes that Assistant Labor Sec. Eula Bingham and her associates "really mean business" in their determination "to lay off the inconsequential items and lay pretty heavily on the serious items, where lives and health are in immediate danger."

By Press Associates, Inc.

ABOUT A HALF CENTURY ago, Americans in various communities began getting together to form the first health maintenance organizations. They were known then as prepaid group practice plans.

The idea was that people would form their own medical care groups, hire physicians, surgeons and other medical professionals, rent or build a medical center and provide direct medical care for everyone who belonged to the plan. The members of the plan would pay monthly dues that would support the program.

Such programs were fought vigorously by organized medicine, particularly the American Medical Association—which still does not like HMOs.

HMOs have struggled along since they were first organized, gradually expanding and building up their coverage to the point where today there are about six million Americans enrolled in such programs.

One of the best-known and most efficient HMO programs is the Kaiser plan, which operates mostly on the West Coast. Kaiser Industries, which built Liberty ships during World War II, started a prepaid group practice program for its shipbuilding workers on the West Coast. It worked so well that the program was kept going after the war and expanded to permit enrollment by the general public.

There are a number of similar plans around the country and most of them have the active support of organized labor.

Union groups in New York City support the Health Insurance Program (HIP) of Greater New York. In Washington, D.C., the Amalgamated Transit Union (bus and subway workers) is a major participant in Group Health Association, Inc. Union members have been strong supporters of the Group Health Cooperative of Puget Sound (Seattle area).

But the programs have not been growing as fast as labor would like. In 1973, Congress passed the HMO Act to try to give a boost to such plans. But the new law represented a complicated compromise and the Nixon and Ford Administrations did little to further the intent of Congress to promote HMOs.

Labor objected to certain parts of the law, and it was amended in the last Congress to try to make HMOs competitive with health insurance programs such as Blue Cross and Blue Shield, which do not provide direct medical care but do pay for medical care after the patient has been treated by a fee-for-service doctor.

THE PROBLEM OF the lagging growth of group practice plans arose most recently when the national organization of prepaid plans —Group Health Association of America (GHAA)—held its annual institute.

Bert Seidman, director of the AFL-CIO Dept. of Social Security, criticized GHAA in a constructive manner for its timidity. He reminded the 700 group practice health professionals that organized labor has supported their program since the beginning. He complimented Hale Champion, Under Secretary of the Dept. of Health, Education & Welfare, for the Carter Administration's announced policy of new support for HMOs and he said: "Prepaid group practice offers sanity in an otherwise insane (health care) system."

Prepaid group practice, Seidman told the health professionals, "is an essential building block in the health security framework."

Champion, who was a Kaiser plan HMO member when he lived in California and was a director of the Harvard Community Health Plan to the day he was sworn in as Under Secretary, made it quite clear that the Carter Administration is going to push HMOs.

HMOs, Champion said, "offer better, more comprehensive and less expensive health programs for all."

Perhaps, finally, after almost 50 years, the day of an effective health maintenance organization program across America is arriving. It will be a big step, in helping to solve the health care crisis in America.

SERIOUS HEALTH HAZARDS are the prime target of the Labor Dept.'s new effort to achieve sensible enforcement of job safety standards, AFL-CIO safety specialist George H. R. Taylor, center, said on Labor News Conference. He was questioned by Harry Conn, left, of Press Associates, Inc., and Stephen Aug of the Washington Star. The program is produced by the AFL-CIO.

House Rollcalls on Labor, HEW Funds

The House on June 16 defeated two attempts to cut funds for union-supported programs in acting on an appropriations bill for the Labor Dept. and the Dept. of Health, Education & Welfare.

Column I *shows the 231-162 defeat of an amendment to cut $6.3 million from funds for the Occupational Safety & Health Administration. Voting right (R) were 197 Democrats and 34 Republicans. Wrong votes (W) for the cut were cast by 61 Democrats and 101 Republicans.*

Column II *carries the 334-72 defeat of an attempt to slash $563.5 million from 11 programs funded by the bill, with most of the money coming from education assistance. Health programs and programs for the elderly also would have been reduced. Voting right were 250 Democrats and 84 Republicans; voting wrong were 19 Democrats and 53 Republicans.*

ALABAMA		
1. Edwards (R)	R	R
2. Dickinson (R)	W	W
3. Nichols (D)	W	R
4. Bevill (D)	R	R
5. Flippo (D)	A	A
6. Buchanan (R)	R	R
7. Flowers (D)	W	R
ALASKA		
AL Young (R)	W	R
ARIZONA		
1. Rhodes (R)	W	W
2. Udall (D)	A	R
3. Stump (D)	W	W
4. Rudd (R)	W	W
ARKANSAS		
1. Alexander (D)	W	R
2. Tucker (D)	R	R
3. Hammerschmidt (R)	W	R
4. Thornton (D)	R	R
CALIFORNIA		
1. Johnson (D)	R	R
2. Clausen (R)	A	A
3. Moss (D)	A	R
4. Leggett (D)	R	R
5. Burton John L. (D)	R	R
6. Burton, Phillip (D)	R	R
7. Miller (D)	R	R
8. Dellums (D)	R	R
9. Stark (D)	A	A
10. Edwards (D)	R	R
11. Ryan (D)	R	R
12. McCloskey (R)	R	R
13. Mineta (D)	R	R
14. McFall (D)	R	R
15. Sisk (D)	R	R
16. Panetta (D)	W	R
17. Krebs (D)	W	R
18. Ketchum (R)	W	W
19. Lagomarsino (R)	W	R
20. Goldwater (R)	W	W
21. Corman (D)	R	R
22. Moorhead (R)	W	W
23. Beilenson (D)	R	R
24. Waxman (D)	R	A
25. Roybal (D)	R	R
26. Rousselot (R)	W	W
27. Dornan (R)	W	W
28. Burke (D)	R	R
29. Hawkins (D)	R	R
30. Danielson (D)	R	R
31. Wilson, C. H. (D)	R	R
32. Anderson (D)	R	R
33. Clawson (R)	W	W
34. Hannaford (D)	A	A
35. Lloyd (D)	R	R
36. Brown (D)	A	R
37. Pettis (R)	W	R
38. Patterson (D)	R	R
39. Wiggins (R)	A	A
40. Badham (R)	W	W
41. Wilson, Bob (R)	W	R
42. Van Deerlin (D)	R	R
43. Burgener (R)	W	W
COLORADO		
1. Schroeder (D)	R	R
2. Wirth (D)	R	R
3. Evans (D)	R	W
4. Johnson (R)	A	A
5. Armstrong (R)	W	W
CONNECTICUT		
1. Cotter (D)	R	R
2. Dodd (D)	R	R
3. Giaimo (D)	R	R
4. McKinney (R)	A	A
5. Sarasin (R)	R	R
6. Moffett (D)	R	R
DELAWARE		
AL Evans (R)	W	W
FLORIDA		
1. Sikes (D)	W	R
2. Fuqua (D)	W	R
3. Bennett (D)	W	W
4. Chappell (D)	W	R
5. Kelly (R)	W	R
6. Young (R)	W	R
7. Gibbons (D)	R	R
8. Ireland (D)	W	A
9. Frey (R)	W	R
10. Bafalis (R)	W	R
11. Rogers (D)	W	R
12. Burke (R)	W	R
13. Lehman (D)	R	R
14. Pepper (D)	R	R
15. Fascell (D)	R	R
GEORGIA		
1. Ginn (D)	W	R
2. Mathis (D)	W	W
3. Brinkley (D)	W	R
4. Levitas (D)	W	R
5. Fowler (D)	W	R
6. Flynt (D)	A	W
7. McDonald (D)	W	W
8. Evans (D)	A	R
9. Jenkins (D)	W	R
10. Barnard (D)	W	R
HAWAII		
1. Heftel (D)	R	R
2. Akaka (D)	R	R
IDAHO		
1. Symms (R)	W	W
2. Hansen (R)	W	W
ILLINOIS		
1. Metcalfe (D)	R	R
2. Murphy (D)	R	R
3. Russo (D)	R	R
4. Derwinski (R)	W	W
5. Fary (D)	R	R
6. Hyde (R)	R	R
7. Collins (D)	R	R
8. Rostenkowski (D)	R	R
9. Yates (D)	R	R
10. Mikva (D)	R	R
11. Annunzio (D)	R	R
12. Crane (R)	W	W
13. McClory (R)	W	R
14. Erlenborn (R)	R	W
15. Corcoran (R)	W	W
16. Anderson (R)	R	R
17. O'Brien (R)	W	W
18. Michel (R)	W	W
19. Railsback (R)	R	R
20. Findley (R)	R	W
21. Madigan (R)	R	R
22. Shipley (D)	R	R
23. Price (D)	R	R
24. Simon (D)	R	R
INDIANA		
1. Benjamin (D)	R	R
2. Fithian (D)	R	R
3. Brademas (D)	R	R
4. Quayle (R)	W	W
5. Hillis (R)	R	R
6. Evans (D)	R	R
7. Myers (R)	W	R
8. Cornwell (D)	R	R
9. Hamilton (D)	R	R
10. Sharp (D)	R	R
11. Jacobs (D)	W	R
IOWA		
1. Leach (R)	W	R
2. Blouin (D)	R	R
3. Grassley (R)	W	R
4. Smith (D)	R	R
5. Harkin (D)	R	R
6. Bedell (D)	R	R
KANSAS		
1. Sebelius (R)	A	A
2. Keys (D)	R	R
3. Winn (R)	W	R
4. Glickman (D)	R	R
5. Skubitz (R)	W	R
KENTUCKY		
1. Hubbard (D)	R	R
2. Natcher (D)	R	R
3. Mazzoli (D)	R	R
4. Snyder (R)	W	W
5. Carter (R)	W	R
6. Breckinridge (D)	R	R
7. Perkins (D)	R	R
LOUISIANA		
1. Vacancy		
2. Boggs (D)	R	R
3. Treen (R)	W	W
4. Waggonner (D)	W	R
5. Huckaby (D)	W	R
6. Moore (R)	W	W
7. Breaux (D)	A	A
8. Long (D)	W	R
MAINE		
1. Emery (R)	W	R
2. Cohen (R)	R	R
MARYLAND		
1. Bauman (R)	W	W
2. Long (D)	R	R
3. Mikulski (D)	R	R
4. Holt (R)	W	R
5. Spellman (D)	R	R
6. Byron (D)	W	R
7. Mitchell (D)	R	R
8. Steers (R)	A	A
MASSACHUSETTS		
1. Conte (R)	R	R
2. Boland (D)	R	R
3. Early (D)	R	R
4. Drinan (D)	R	R
5. Tsongas (D)	R	R
6. Harrington (D)	R	R
7. Markey (D)	R	R
8. O'Neill (D)	Speaker	
9. Moakley (D)	R	R
10. Heckler (R)	R	R
11. Burke (D)	A	A
12. Studds (D)	R	R
MICHIGAN		
1. Conyers (D)	R	R
2. Pursell (R)	R	R
3. Brown (R)	W	R
4. Stockman (R)	W	W
5. Sawyer (R)	W	R
6. Carr (D)	R	R
7. Kildee (D)	R	R
8. Traxler (D)	W	R
9. Vander Jagt (R)	W	R
10. Cederberg (R)	W	W
11. Ruppe (R)	R	R
12. Bonior (D)	R	R
13. Diggs (D)	A	A
14. Nedzi (D)	R	R
15. Ford (D)	R	R
16. Dingell (D)	R	R
17. Brodhead (D)	R	R
18. Blanchard (D)	R	R
19. Broomfield (R)	W	R
MINNESOTA		
1. Quie (R)	R	R
2. Hagedorn (R)	W	W
3. Frenzel (R)	R	W
4. Vento (D)	R	R
5. Fraser (D)	R	R
6. Nolan (D)	R	R
7. Stangeland (R)	W	R
8. Oberstar (D)	R	R
MISSISSIPPI		
1. Whitten (D)	R	R
2. Bowen (D)	W	R
3. Montgomery (D)	W	W
4. Cochran (R)	W	R
5. Lott (R)	W	R
MISSOURI		
1. Clay (D)	R	R
2. Young (D)	R	R
3. Gephardt (D)	R	R
4. Skelton (D)	W	R
5. Bolling (D)	R	R
6. Coleman (R)	W	R
7. Taylor (R)	W	W
8. Ichord (D)	W	W
9. Volkmer (D)	W	R
10. Burlison (D)	R	R
MONTANA		
1. Baucus (D)	R	R
2. Marlenee (R)	W	R
NEBRASKA		
1. Thone (R)	W	R
2. Cavanaugh (D)	R	R
3. Smith (R)	W	R
NEVADA		
AL Santini (D)	W	R
NEW HAMPSHIRE		
1. D'Amours (D)	R	R
2. Cleveland (R)	A	A
NEW JERSEY		
1. Florio (D)	R	R
2. Hughes (D)	R	R
3. Howard (D)	A	R
4. Thompson (D)	R	R
5. Fenwick (R)	R	W
6. Forsythe (R)	W	R
7. Maguire (D)	R	R
8. Roe (D)	A	A
9. Hollenbeck (R)	W	R
10. Rodino (D)	R	R
11. Minish (D)	R	R
12. Rinaldo (R)	A	A
13. Meyner (D)	A	A
14. LeFante (D)	R	R
15. Patten (D)	R	R
NEW MEXICO		
1. Lujan (R)	W	R
2. Runnels (D)	W	W
NEW YORK		
1. Pike (D)	R	R
2. Downey (D)	R	R
3. Ambro (D)	R	R
4. Lent (R)	W	R
5. Wydler (R)	A	R
6. Wolff (D)	R	R
7. Addabbo (D)	R	R
8. Rosenthal (D)	R	R
9. Delaney (D)	R	R
10. Biaggi (D)	R	R
11. Scheuer (D)	A	R
12. Chisholm (D)	R	R
13. Solarz (D)	R	R
14. Richmond (D)	R	R
15. Zeferetti (D)	R	R
16. Holtzman (D)	R	R
17. Murphy (D)	R	R
18. Koch (D)	R	R
19. Rangel (D)	R	R
20. Weiss (D)	R	R
21. Badillo (D)	A	A
22. Bingham (D)	R	R
23. Caputo (R)	W	R
24. Ottinger (D)	R	R
25. Fish (R)	W	R
26. Gilman (R)	R	R
27. McHugh (D)	A	A
28. Stratton (D)	W	R
29. Pattison (D)	A	R
30. McEwen (R)	W	R
31. Mitchell (R)	W	R
32. Hanley (D)	W	R
33. Walsh (R)	W	R
34. Horton (R)	R	R
35. Conable (R)	W	W
36. LaFalce (D)	R	R
37. Nowak (D)	R	R
38. Kemp (R)	W	W
39. Lundine (D)	R	R
NORTH CAROLINA		
1. Jones (D)	R	R
2. Fountain (D)	W	R
3. Whitley (D)	W	R
4. Andrews (D)	W	R
5. Neal (D)	W	R
6. Preyer (D)	W	R
7. Rose (D)	W	R
8. Hefner (D)	W	R
9. Martin (R)	W	W
10. Broyhill (R)	W	W
11. Gudger (D)	W	R
NORTH DAKOTA		
AL Andrews (R)	W	R
OHIO		
1. Gradison (R)	R	W
2. Luken (D)	R	R
3. Whalen (R)	R	R
4. Guyer (R)	W	R
5. Latta (R)	W	R
6. Harsha (R)	W	R
7. Brown (R)	W	R
8. Kindness (R)	R	R
9. Ashley (D)	R	R
10. Miller (R)	W	W
11. Stanton (R)	R	R
12. Devine (R)	W	W
13. Pease (D)	R	R
14. Seiberling (D)	R	R
15. Wylie (R)	A	R
16. Regula (R)	R	R
17. Ashbrook (R)	W	W
18. Applegate (D)	R	R
19. Carney (D)	R	R
20. Oakar (D)	R	R
21. Stokes (D)	R	R
22. Vanik (D)	R	R
23. Mottl (D)	R	R
OKLAHOMA		
1. Jones (D)	W	R
2. Risenhoover (D)	R	R
3. Watkins (D)	A	R
4. Steed (D)	R	R
5. Edwards (R)	W	R
6. English (D)	W	R
OREGON		
1. AuCoin (D)	R	R
2. Ullman (D)	R	R
3. Duncan (D)	A	R
4. Weaver (D)	R	R
PENNSYLVANIA		
1. Myers, M. (D)	R	R
2. Nix (D)	R	R
3. Lederer (D)	R	A
4. Eilberg (D)	A	A
5. Schulze (R)	W	R
6. Yatron (D)	R	R
7. Edgar (D)	R	R
8. Kostmayer (D)	R	R
9. Shuster (R)	W	W
10. McDade (R)	R	R
11. Flood (D)	R	R
12. Murtha (D)	R	R
13. Coughlin (R)	R	R
14. Moorhead (D)	R	R
15. Rooney (D)	R	R
16. Walker (R)	W	W
17. Ertel (D)	R	R
18. Walgren (D)	R	R
19. Goodling (R)	W	R
20. Gaydos (D)	R	R
21. Dent (D)	A	A
22. Murphy (D)	R	R
23. Ammerman (D)	R	R
24. Marks (R)	R	R
25. Myers, G. (R)	R	W
RHODE ISLAND		
1. St Germain (D)	R	R
2. Beard (D)	R	R
SOUTH CAROLINA		
1. Davis (D)	R	R
2. Spence (R)	W	R
3. Derrick (D)	R	R
4. Mann (D)	R	R
5. Holland (D)	R	R
6. Jenrette (D)	R	R
SOUTH DAKOTA		
1. Pressler (R)	W	R
2. Abdnor (R)	W	R
TENNESSEE		
1. Quillen (R)	W	R
2. Duncan (R)	W	R
3. Lloyd (D)	W	R
4. Gore (D)	R	R
5. Allen (D)	R	R
6. Beard (R)	W	R
7. Jones (D)	R	R
8. Ford (D)	R	R
TEXAS		
1. Hall (D)	W	W
2. Wilson (D)	A	W
3. Collins (R)	W	W
4. Roberts (D)	W	W
5. Mattox (D)	R	R
6. Teague (D)	A	A
7. Archer (R)	W	W
8. Eckhardt (D)	R	R
9. Brooks (D)	W	R
10. Pickle (D)	W	R
11. Poage (D)	A	A
12. Wright (D)	A	R
13. Hightower (D)	W	W
14. Young (D)	W	R
15. de la Garza (D)	W	R
16. White (D)	W	R
17. Burleson (D)	W	W
18. Jordan (D)	A	A
19. Mahon (D)	W	R
20. Gonzalez (D)	R	R
21. Krueger (D)	R	R
22. Gammage (D)	W	W
23. Kazen (D)	W	R
24. Milford (D)	W	W
UTAH		
1. McKay (D)	R	R
2. Marriott (R)	W	W
VERMONT		
AL Jeffords (R)	R	R
VIRGINIA		
1. Trible (R)	W	W
2. Whitehurst (R)	W	W
3. Satterfield (D)	W	W
4. Daniel, Robert (R)	W	W
5. Daniel, Dan (D)	W	W
6. Butler (R)	W	W
7. Robinson (R)	W	W
8. Harris (D)	R	R
9. Wampler (R)	W	R
10. Fisher (D)	R	R
WASHINGTON		
1. Pritchard (R)	R	R
2. Meeds (D)	R	R
3. Bonker (D)	R	R
4. McCormack (D)	R	R
5. Foley (D)	R	R
6. Dicks (D)	A	R
7. Cunningham (R)	W	R
WEST VIRGINIA		
1. Mollohan (D)	R	R
2. Staggers (D)	R	R
3. Slack (D)	R	R
4. Rahall (D)	R	R
WISCONSIN		
1. Aspin (D)	R	R
2. Kastenmeier (D)	R	R
3. Baldus (D)	A	A
4. Zablocki (D)	A	R
5. Reuss (D)	R	R
6. Steiger (R)	R	R
7. Obey (D)	R	R
8. Cornell (D)	R	R
9. Kasten (R)	W	R
WYOMING		
AL Roncalio (D)	R	W

Downward Trend Reversed:

Jobless Rate Rise Dampens Recovery

(Continued from Page 1)

cessed food following a period of steady increases.

Meany agreed that the wholesale price report was "heartening," but stressed that "these lower wholesale prices must now be translated into lower prices for consumers."

The wholesale index for all commodities dropped six-tenths of 1 percent from May to June after having risen 4 percent during the first five months of the year.

The key industrial commodities component rose during June a modest three-tenths of 1 percent, its lowest monthly rise this year.

On the job front, employment as well as unemployment was higher in June. But the increase of 135,000 jobs was accounted for largely by the service sector. Manufacturing employment declined.

As another sign of slackness in the economy, the average hours of work per week declined slightly during June. It prompted this comment from Commissioner of Labor Statistics Julius Shishkin in an appearance before the congressional Joint Economic Committee:

"Despite the rise in employment, the decline in average hours per week produced a reduction in total aggregate hours, the most comprehensive measure of employment activity."

Shishkin said the job data produces "a mixed picture" with the rise in unemployment concentrated among adult women but a decline in the rate for adult men, household heads and the long-term unemployed. Also, the average duration of unemployment declined.

Nevertheless, Shishkin noted, "by historical standards all these rates are high for this stage of economic expansion."

Meany's statement noted that nearly 3.2 million Americans found jobs during the past year—1.4 million men, 1.4 million women and 400,000 teenagers of both sexes.

But he stressed that "many more jobs must be created as the labor force expands if unemployment is going to be reduced and full production restored. Jobs must be made available for all those able and willing to work."

The BLS tally, adjusted for seasonal factors, showed 7 million persons unemployed in June and actively seeking work.

While the unemployment rate for men dropped from 5.3 to 5 percent, the rate for women rose from 6.6 to 7.2 percent over the month.

A decline of 100,000 in the number of persons unemployed for 15 weeks or more and still seeking jobs was overshadowed by a rise of 275,000 in the number of persons unemployed for fewer than five weeks.

Senate Vote Defeating Attack on Mine Safety

Before the Senate passed the Mine Safety bill, it defeated by a 66-30 vote an amendment that would have gutted the legislation. The amendment by Sen. Orrin G. Hatch (R-Utah) would have retained separate and weaker safety laws for coal mining and hard-rock mining and left jurisdiction under the Interior Dept., instead of giving enforcement powers to the Labor Dept.

FOR LABOR'S POSITION

Democrats 54

Anderson (Minn.)	Gravel (Alaska)	Metcalf (Mont.)
Bayh (Ind.)	Hart (Colo.)	Metzenbaum (Ohio)
Bentsen (Tex.)	Haskell (Colo.)	Moynihan (N.Y.)
Biden (Del.)	Hathaway (Me.)	Muskie (Me.)
Bumpers (Ark.)	Hollings (S.C.)	Nelson (Wis.)
Burdick (N.D.)	Huddleston (Ky.)	Nunn (Ga.)
Byrd, R. (W. Va.)	Humphrey (Minn.)	Pell (R.I.)
Chiles (Fla.)	Inouye (Hawaii)	Proxmire (Wis.)
Church (Ida.)	Jackson (Wash.)	Randolph (W. Va.)
Clark (Iowa)	Johnston (La.)	Ribicoff (Conn.)
Cranston (Calif.)	Kennedy (Mass.)	Riegle (Mich.)
Culver (Iowa)	Leahy (Vt.)	Sarbanes (Md.)
DeConcini (Ariz.)	Long (La.)	Sasser (Tenn.)
Durkin (N.H.)	Magnuson (Wash.)	Sparkman (Ala.)
Eagleton (Mo.)	Matsunaga (Hawaii)	Stevenson (Ill.)
Eastland (Miss.)	McGovern (S.D.)	Talmadge (Ga.)
Ford (Ky.)	McIntyre (N.H.)	Williams (N.J.)
Glenn (Ohio)	Melcher (Mont.)	Zorinsky (Neb.)

Republicans 12

Brooke (Mass.)	Javits (N.Y.)	Roth (Del.)
Case (N.J.)	Mathias (Md.)	Schweiker (Pa.)
Hatfield (Ore.)	Packwood (Ore.)	Stafford (Vt.)
Heinz (Pa.)	Percy (Ill.)	Weicker (Conn.)

AGAINST LABOR'S POSITION

Democrats 6

Allen (Ala.)	Cannon (Nev.)	Stennis (Miss.)
Byrd, H. (Va.)	Morgan (N.C.)	Stone (Fla.)

Republicans 24

Baker (Tenn.)	Griffin (Mich.)	Pearson (Kan.)
Bellmon (Okla.)	Hansen (Wyo.)	Schmitt (N.M.)
Curtis (Neb.)	Hatch (Utah)	Scott (Va.)
Danforth (Mo.)	Hayakawa (Calif.)	Stevens (Alaska)
Dole (Kan.)	Helms (N.C.)	Thurmond (S.C.)
Domenici (N.M.)	Laxalt (Nev.)	Tower (Tex.)
Garn (Utah)	Lugar (Ind.)	Wallop (Wyo.)
Goldwater (Ariz.)	McClure (Ida.)	Young (N.D.)

Absent: Abourezk (D-S.D.), Bartlett (R-Okla.), Chafee (R-R.I.), McClellan (D-Ark.).

'Follow Me!'

Idaho State Convention Votes Per Capita Rise

Boise, Idaho—Delegates to the Idaho AFL-CIO's annual convention approved a 10-cent increase in per capita payments, of which 8 cents will be channeled into the state federation's political education fund.

The 10-cent increase raises the total monthly per capita to 45 cents, with 32 cents going into the general operating fund, 2 cents to finance legislative campaigns and 11 cents for political action.

The COPE fund increase is in preparation for an all-out effort in 1978 to elect candidates to the state legislature responsive to labor's programs.

Anti-labor forces are gearing up for a new drive to outlaw the union shop in Idaho in the next session of the legislature, the 140 delegates were told. An attempt to enact a so-called "right-to-work" bill in this year's session of the legislature was rebuffed.

The convention renewed a warning that the export of logs to foreign countries in vast quantities is depleting the nation's lumber supply at an alarming rate.

Delegates also called for legislation that would require logging firms to begin reforestation within one year after cutting. If the reseeding is not completed within five years, the producers should be required to pay for repair of the damaged land, the convention declared.

The state federation's top three officers—President Robert W. Macfarlane, Sec.-Treas. Jim Kerns and Vice President Edward L. Johnson—were re-elected by acclamation. Macfarlane is beginning his sixth consecutive term and Kerns his third.

Five of the six incumbent executive board members were also re-elected. Richard Buttram of the Painters from Boise was newly elected to the board.

Major speakers at the three-day convention included Idaho Gov. John Evans (D), Vice President George O'Bea of the Paperworkers, John Perkins, associate director of national COPE; Richard Murphy, legislative and COPE director of the Service Employees, and Allen Zack, assistant director of public relations for the AFL-CIO.

Meany Asks Commitment To Human Rights Effort

AFL-CIO President George Meany called for a stronger international commitment to the campaign for human rights in a statement marking the July 17 opening of Captive Nations Week.

"There is no more important and burning issue today than that of human rights," Meany stressed. "The foundation of civilization and the progress of mankind rest upon individual freedom and political democracy."

The emergence of Spain and Portugal as free nations is heartening, he said, but added that "trade unionists everywhere are deeply saddened by the continued sway of military dictatorships controlled either by Communist or fascist elites in both hemispheres."

Meany also expressed concern that hypocrisy too often prevails at international assemblies as free nations fail to challenge the most repressive regimes that claim a devotion to human rights.

"In the face of such callous perversions, silence destroys truth and blights the hopes of those in chains and serves the cause of tyranny," he said.

AFL-CIO Hits Trade Benefit For Romania

The AFL-CIO called on Congress to end "most-favored-nation" trade preferences for Romania, citing both continued disregard of human rights and job-destroying competition with American industry.

Despite a ban on trade preference tariff reductions for Communist countries that restricted emigration, Congress in 1975 approved a trade pact with Romania and last year acquiesced in an additional year's waiver of the human rights requirement.

In a statement submitted to a Senate subcommittee, the AFL-CIO said President Carter's request for a further waiver "mocks the United States commitment to human rights at home and abroad."

The AFL-CIO noted that Romanian dissidents who signed a human rights appeal earlier this year have been sent to work camps and said there has been "no change" in suppression of labor rights.

Romania's exports of shoes, clothing and glass to the United States have added to unemployment in these industries, the federation said.

Instead of encouraging steps towards greater freedom, the AFL-CIO contended, the waiver of the freedom of emigration provisions of the Trade Act has promoted "job losses at home and an encouragement to oppression abroad."

Hospital Union Wins Medical Center Vote

Gary, Ind.—A 652-worker unit at St. Mary's Medical Center voted for representation by the Hospital & Nursing Home Employees District 1199 of the Retail, Wholesale & Dept. Store union.

The union was chosen by a 309-243 margin in a National Labor Relations Board election.

Rabbinical Group Backs Boycott of J. P. Stevens

Grossinger, N.Y.—The Central Conference of American Rabbis voted unanimously to endorse labor's boycott of J. P. Stevens & Co. products.

A resolution adopted at the conference's annual convention here called on its 1,300 reform rabbis in the United States and Canada to "support and strengthen the Stevens boycott . . . until such time as collective bargaining takes place in good faith."

Citing the numerous rulings and decisions by the National Labor Relations Board and federal courts finding the giant textile firm guilty of unfair labor practices, the rabbis came to the "considered judgment that the J. P. Stevens company has refused to recognize the legal right of its workers to organize and bargain."

The endorsement of the boycott is vital in supporting the struggle of Stevens workers "to achieve economic justice and humane and safe working conditions through collective bargaining," the resolution said.

The Clothing & Textile Workers, which have led the fight to organize Stevens workers for a number of years, have labeled the giant textile firm as the nation's most notorious labor law violator.

A number of concerned community, religious, civil rights, labor and campus organizations have rallied behind Stevens's 44,000 workers.

Many Catholic and Protestant groups have already voted to endorse the AFL-CIO's nationwide consumer boycott of Stevens products, and increased inter-religious activity backing the campaign can be expected to follow the reform rabbis' unanimous action, ACTWU said.

Meany Bids Congress Act:

Higher Wage Floor Wins Carter Okay

(Continued from Page 1)

would maintain the ratio.

While the 53 percent "indexing" level isn't as high as the AFL-CIO had sought, Meany termed it "an important step in assisting low-wage workers to maintain their relative standing" in the workforce.

Carter had originally proposed a permanent 50 percent index as the next step after the $2.50 level.

The agreed-on $2.65 first step of the compromise is approximately 51 percent of the present factory wage.

The second-year step calls for 52 percent of factory pay, and the 53 percent link would be achieved the following year. Each January adjustment would be based on the average straight-time factory wage for a 12-month period ending the previous June.

If the Labor Dept. is right on its assumptions of increases in manufacturing wages over the next two years, the minimum wage would rise to about $2.89 an hour on Jan. 1, 1979, and to $3.15 an hour a year later.

By the AFL-CIO's estimate, about 4.5 million workers would be due a pay raise as a result of the first-step increase.

Meany congratulated the coalition that moved the Administration off its original position for its efforts "to provide justice for low-paid workers." The group was formed at the call of Clarence Mitchell, chairman of the Leadership Conference on Civil Rights; Meany; the Rev. Theodore Hesburgh, president of Notre Dame University, and Dorothy Height, president of the National Council of Negro Women.

It launched its campaign at a Capitol Hill meeting attended by leaders of religious and ethnic groups, senior citizen and youth organizations, family farm and consumer federations.

"America cannot afford to relegate millions of its citizens to economic peonage," they affirmed in a Declaration for a Fair Minimum Wage. Only by raising and keeping the minimum wage above the poverty level for a family of four can America "fulfill the promise" of the Fair Labor Standards Act.

The group's intent was outlined at the time by Meany, who said:

"We can't believe that a President concerned with human rights will not reconsider and view this issue with compassion and concern. But if he doesn't reconsider, then Congress must do better."

During the continuing negotiations with the White House, the coalition also mobilized its grass-roots support for a postcard campaign to Congress in support of a fair minimum wage. And the campaign was adopted also as a major goal of the AFL-CIO Task Force on Labor Law Reform, set up by the federation's Executive Council.

But the White House agreement didn't please everyone. The U.S. Chamber of Commerce charged that it would be "inflationary" and said the index to factory wages would leave the minimum wage to be set by "a robot-like mechanism."

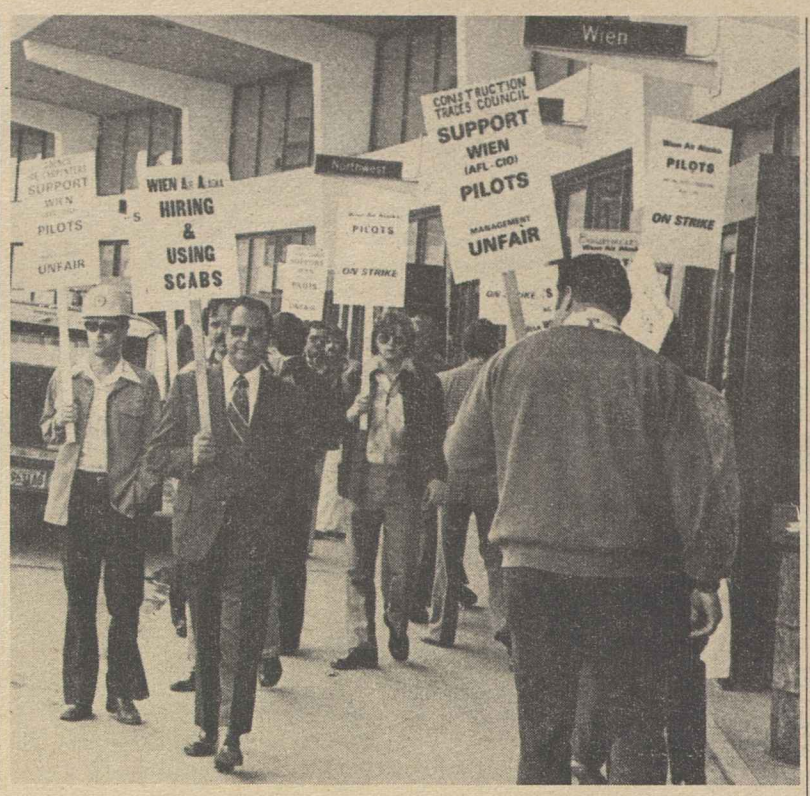
Wage, Fringe Gains Won by Celanese Units

Workers at three Celanese Corp. synthetic fibers plants in the Middle Atlantic region ratified a new three-year contract providing for hourly wage increases totaling $1.15 over the life of the agreement.

The 4,000 employees, members of the Clothing & Textile Workers, will receive a 40-cent pay boost in the first year of the contract, 35 cents the second year, and 40 cents in the final year.

Sol Stetin, ACTWU executive vice president and chief union negotiator during the bargaining, said that workers also won improved pension, holiday, health and life insurance benefits.

The settlement, covering workers at Celanese factories in Cumberland, Md.; Narrows, Va., and Rock Hill, N.C., was reached with the assistance of the Federal Mediation & Conciliation Service.



FELLOW UNIONISTS join Air Line Pilots in picketing Wien Air Alaska at Anchorage airport. The ALPA members have been on strike since May 7 for a new contract. Basic issues in the union's dispute with Wien involve crew complement, pay, working conditions, retirement policy and holidays.

HMOs Called Best Buy For Health Care Dollar

Albany, N.Y.—The best buy for the health care dollar that unions can negotiate for their members is in prepaid group practice plans, AFL-CIO Social Security Director Bert Seidman said.

Addressing a workshop on health maintenance organizations sponsored by the New York State AFL-CIO, Seidman said that prepaid plans are the most effective and least costly way of getting good medical care to workers and their families.

Traditional health insurance plans and fee-for-service practice don't provide the quality care that members of good HMOs receive, Seidman said.

But unions face a monumental task of convincing their members of the advantages of enrolling in group health plans, he observed.

"In most parts of the country," Seidman noted, "prepaid group practice plans are new and represent a substantial change from the average consumer's perception of medical care."

Most workers already have a favorite doctor, and for them "the best buy in medical care may not be readily apparent," Seidman said. "In short, the new developing prepaid group practice plan must be sold."

It is essential for labor and management to actively promote HMO plans that will best serve workers and their families, he stressed.

Unions have long been involved in the development of prepaid plans, starting with one initiated by the Ladies' Garment Workers in 1914. A number of other unions followed with similar plans.

Seidman noted that the AFL-CIO has supported the development of HMOs since its founding convention in 1955. It also continues to urge its affiliates to make available to their members through collective bargaining the choice of either conventional health insurance plans or HMOs.

The initial costs of prepaid group plans may be higher, he observed, but they provide far more service for the health dollar than conventional plans.

And while some non-HMO plans are more comprehensive in their coverage than others, none covers preventive care, and there are always certain medical expenses that are not covered that workers must pay out of pocket.

"That is why every study indicates that workers on the average have a smaller total expenditure, including both premiums and out-of-pocket expenses, if they belong to prepaid group practice plans than if their coverage is under the Blues or commercial insurance," Seidman pointed out.

Oil Cargo Bill Would Bolster U.S. Shipping

(Continued from Page 1)

tee Chairman John M. Murphy (D-N.Y.) welcomed the Administration stand as the start of a "rebirth of the U.S. maritime industry."

He praised President Carter for resisting pressure to back away from a campaign commitment to the cargo perference principle.

Assistant Sec. of Commerce Robert J. Blackwell, who will testify before Murphy's committee later this month, said the legislation would create between 2,500 and 3,600 "additional and much-needed jobs for American seamen" by 1982, and utilize from 4.4 million to 6.2 million deadweight tons of tankers. The lower figures assume no increase in the present oil import level; the higher figures assume that the 8 million barrels a day now imported will rise to 10 million barrels.

Oil companies whose tanker fleets fly "flags of convenience" from such non-maritime nations as Liberia and Panama have used the argument that consumer prices would be pushed up if a part of imports were reserved for tankers meeting American-flag conditions.

A Commerce Dept. fact sheet on the legislation blasted this argument.

Even at the maximum use of American-flag tankers, it said, the added transportation cost on all oil imported into the United States would average "less than one-tenth of a cent a gallon."

The government document also stressed the importance of having in operation a U.S.-flag tanker fleet "that can be called upon in the interest of security in possible national emergencies."

It said that such a fleet, "manned by U.S. citizens, would be more reliable for these essential services than foreign-flag tankers manned by foreign nationals not necessarily sympathetic with U.S. objectives."

Further, the Commerce Dept. said, "this reservation of a small part of the U.S. oil import trade for the U.S.-flag fleet will also help to sustain the shipbuilding mobilization base as tankers engaged in the preference trade are repaired, converted and replaced."

No-Fault Insurance Pressed in Congress

(Continued from Page 1)

insurance system, this increasingly expensive protection isn't there when they need it most—for serious accident injuries."

Gildea urged that legislation before the committee be strengthened in line with bills introduced in previous Congresses.

The legislation should prohibit any dollar limits on medical benefits, he said, so that the most seriously injured victims will not have to depend on court suits to pay for their treatment. And it should not allow a state insurance commissioner to waive reimbursement for wage losses.

To hold down costs, the AFL-CIO said, policy-holders should be able to choose to have basic medical coverage paid for through other insurance protection that covers them and thus reduce their auto insurance premiums.

"Only federal no-fault minimum standards legislation offers real reform of the auto insurance system on a nationwide basis," the AFL-CIO statement concluded.

"It will guarantee fair and equitable compensation and pay benefits in a timely manner. . . . It is now up to Congress to make it available to the American public."

House hearings are also being held, and the AFL-CIO was scheduled to testify on July 18.

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Hospital Accord Set in Philadelphia

Philadelphia—A four-day strike at the Temple University Hospital and a three-hour strike at another institution led to a citywide contract settlement for 6,000 hospital workers in 17 facilities.

The contract, negotiated by the Hospital & Nursing Employees division of the Retail, Wholesale & Dept. Store Union, provides a 75-cents hourly raise over two years and adds 1.5 percent to the welfare fund.

It will bring the lowest-paid hospital worker to $178 a week in the second year of the contract.

Senate Approves Funds For Breeder Reactor

(Continued from Page 1)

breeder reactors in Western Europe."

In view of the energy crisis, he said, the United States can't afford to reject development of any major energy source—"be it coal, solar, geothermal or nuclear."

As the "technological and scientific leader of the world," Biemiller said, the United States must explore "all energy options or risk an even more serious energy crisis." And "as the political leader of the free world, the U.S. also must not be blind to continued development of breeder reactors in other countries and the political implications that development holds for this nation" if Congress were to close down the Clinch River program.

In other congressional developments:

- A labor-supported Administration bill to allow voter registration at the polls on Election Day was cleared by the House Rules Committee, paving the way for floor action. All Republicans on the committee opposed the measure and House Majority Leader Jim Wright (Tex.) predicted the floor vote will be "extremely close."
- The House opened debate on a National Consumer Cooperative Bank bill, to provide financing and technical assistance to both urban and rural consumer cooperatives.

In a letter of endorsement, the AFL-CIO termed the legislation "the key to continued growth and vitality of consumer cooperatives." Co-ops help people and communities, the AFL-CIO noted. "Unfortunately development often has been hampered by the lack of capital and technical assistance."

- An attempt to cut back pay step-ups for federal blue-collar workers, recently rejected by the House, was revived by the Senate Appropriations Committee.

The rider to the Defense Dept. appropriations bill would chop off the three top steps from the wage progression system for Defense Dept. hourly-paid employees. A similar rider was stripped from the bill on the House floor.

Government Employees President Kenneth T. Blaylock termed the Senate committee action a "Pearl Harbor sneak attack" on government workers.

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White House Pledges Fight For Reform of Labor Law

CONGRESSIONAL SPONSORS of the labor law reform bill listen attentively to Thelma Swann, who had worked all her life for a textile mill in Darlington, S.C., which closed down 21 years ago rather than bargain with a union. Delaying tactics continue to hold up payment of the back pay ordered by the NLRB and the courts. From left: Sen. Jacob Javits (R-N.Y.); Mrs. Swann; her son, Raymond; Rep. Frank Thompson (D-N.J.), and Sen. Harrison Williams (D-N.J.).

Carter Proposal Hailed by Meany

By David L. Perlman

A labor law reform bill that incorporates President Carter's proposals to strengthen collective bargaining has been introduced in the House and Senate with a strong AFL-CIO endorsement.

The Administration "will fight for" its passage, Labor Sec. Ray Marshall told reporters at a White House briefing. Marshall will be the leadoff witness at House hearings that start July 25.

AFL-CIO President George Meany said the bill would carry out the promise of the National Labor Relations Act by assuring that workers have "a fair chance" to organize and bargain collectively.

"The President has proposed a good bill, and the AFL-CIO will wholeheartedly support it," Meany said.

Carter told Congress "unnecessary delays" in holding representation elections and in acting on unfair labor practice charges are the most serious problem under the present law.

"The problem of delay has been compounded by the weakness of the National Labor Relations Board's remedies," Carter said. Some employers have learned, he said, that "delay can be less costly than initial compliance with the law." The President cited as an example a case where "workers who were illegally fired for their union activities in 1962 are still awaiting payment for lost wages." **(Text of message, Page 5.)**

The bill that has been introduced in Congress would set time limits for the holding of union representation elections after a petition has been filed. It would end deliberate delaying tactics and red-tape delays.

(Continued on Page 3)

Price Index Continues Steady Rise

The Consumer Price Index continued its steady rise in June, climbing six-tenths of 1 percent over the month on a seasonally adjusted basis.

The Bureau of Labor Statistics also reported that real gross average earnings dropped six-tenths of 1 percent in June, largely because of a shorter average work week. But this was more than offset by lower income tax withholding rates under the more liberal standard deduction that went into effect June 1.

As a result real weekly spendable earnings — take-home pay expressed in 1967 dollars—were up 3.4 percent to $95.12 for the average worker with three dependents. It was the largest one-month rise in workers' buying power in two years. Even with this gain, however, real earnings remained below the average for 1972.

(Continued on Page 2)

House Action Slated:

Coalition Rallies for Battle On Higher Minimum Wage

Labor and its allies in the coalition for a fair minimum wage have launched an emergency campaign to save a compromise negotiated with the White House from being gutted on the House floor.

The bill, which carries a 29-7 committee endorsement, would initially raise the minimum wage from $2.30 to $2.65 an hour. Two further annual steps would raise it to a permanent level of 53 percent of the average factory wage—just above the family poverty threshold. It would be adjusted each year without further congressional action to stay at that level.

House leaders have scheduled debate to begin on July 27, and the coalition supporting the measure was summoned into action on an emergency call from Clarence Mitchell, the civil rights leader who is its chairman.

In a message to the gathering, AFL-CIO President George Meany warned that "the compromise is already under attack" from "organizations that have always opposed a fair minimum wage" and the employers they represent "who seek to exploit workers through cheap wages."

Meany's message, delivered by his executive assistant, Thomas R. Donahue, said the first attempt to undercut the bill will be an amendment to establish a lower wage floor for youth.

It might reduce youth unemployment as the advocates claim, Meany said. But unemployment for older workers would go up "because employers would rather hire teenagers at less pay."

By indexing the minimum wage permanently to 53 percent of the factory rate, the lowest-paid workers would be less dependent on welfare and food stamps, Meany noted. But "if the opponents succeed in eliminating indexing, minimum wage workers will never get above the poverty line."

A third major attempt to weaken the bill, Meany warned, is likely to be a cut in the first-step $2.65 wage level. Its only purpose would be "to punish the poor," he said. "That we cannot permit or tolerate."

To counter the swarm of business

(Continued on Page 2)

Mine Safety Bill Passed By Big Margin in House

The House passed a union-supported mine safety bill, 244-88, after rejecting a weaker version that would have retained one law for coal mining and a separate but weaker law for hard-rock mining.

As does a similar Senate-passed bill, the legislation also transfers mine safety enforcement from the Interior Dept. to the Labor Dept.

Under present laws, AFL-CIO Legislative Director Andrew J. Biemiller wrote House members before the vote, hard-rock miners have had "inferior protection" even though the fatality rate in underground mines is higher than for coal mines.

Further, he contended, "miners' safety has never received adequate attention" from the Interior Dept.

A House-Senate conference still has to resolve differences between the two versions, but final approval appears certain and the Administration has endorsed the legislation. The picture was different a year ago when a House-passed bill wilted in the Senate under a Ford Administration veto threat.

The Steelworkers, representing the largest group of hard-rock miners, has made passage of the legislation a major goal. Some 70 delegates from USWA mining locals, chiefly in the western states, came to Washington to help lobby for the bill.

Also actively supporting the legislation were the Oil, Chemical & Atomic Workers, the Cement, Lime & Gypsum Workers, the Operating Engineers and the unaffiliated United Mine Workers.

(Continued on Page 6)

Kirkland Says Support From Grass Roots Vital

Austin, Tex.—President Carter's support will help, but active participation by union members in every state will be needed to get labor's legislative program through Congress, AFL-CIO Sec.-Treas. Lane Kirkland declared.

His speech to the Texas State AFL-CIO convention here was aimed at AFL-CIO central bodies and affiliated unions everywhere.

Its theme was that congressmen and senators have to hear from workers in their own states if labor is to counteract a massively financed right-wing campaign.

Kirkland said Carter demonstrated that he takes his commitments to workers "very seriously" and that he is "big enough to change his mind when a strong case is presented to him, supported by facts and logic and based on justice."

Labor didn't get "all that we wanted" on Administration support for a fair minimum wage, oil cargo legislation and labor law reform, Kirkland acknowledged. "But in each case, President Carter placed his Administration on the side of hard-pressed working people . . . against the pressures and propaganda of the Chamber of Commerce, the Right to Work Committee and all the other components and fronts of the anti-labor lobby."

Kirkland called on the local and state union organizations to provide the same leadership they do on elec-

(Continued on Page 2)

Food, Services Lead Increase In June Prices

(Continued from Page 1)

On the price front, BLS reported that the Consumer Price Index reached 181.8 in June, meaning that a typical market basket of goods and services that cost $10 in 1967 now costs $18.18.

For the three-month period ended in June, the CPI rose at a seasonally adjusted annual rate of 8.1 percent, compared with 10 percent for the first three months of the year and 4.2 percent for the last three months of 1976.

The food and service groups, each of which rose eight-tenths of 1 percent, accounted for the bulk of the June increase in the CPI. Prices for non-food commodities moderated, however, rising only two-tenths of 1 percent.

Individual items in the BLS market basket showed a mixed performance. While the gasoline and motor oils index declined four-tenths of 1 percent after four months of steady increases, the fuel oil and coal index rose nine-tenths of 1 percent, about the same as in the two previous months but less than increases earlier in the year. And gas and electricity costs were up by 1.3 percent.

Among food items, a large part of the June increase resulted from higher prices for processed foods such as dairy products, canned and frozen fruits and vegetables. Ground coffee prices went up 5.2 percent, but this was the smallest monthly increase of the year. There were price declines for beef, poultry and eggs. Fresh fruits and vegetables also showed price drops, but not as much as in May.

The cost of food eaten away from home—restaurant meals and snacks—shot up nine-tenths of 1 percent in June, the sixth consecutive month of large increases in this category.

COALITION OF groups supporting a fair minimum wage is addressed by Thomas R. Donahue, executive assistant to AFL-CIO President George Meany, at a Capitol Hill strategy session. At right is the coalition chairman, Clarence Mitchell, the NAACP's Washington director.

House Battle Nears On Minimum Wage

(Continued from Page 1)

lobbyists that have already descended on congressional offices, groups affiliated with the coalition have sent out emergency alerts to members throughout the nation.

Thus, the AFL-CIO Task Force, set up to push the federation's legislative priorities, rushed out a special call for "mailgrams" to House members to support the committee bill without damaging amendments.

Rep. Phillip Burton (D-Calif.), has taken up the leadership of the minimum wage bill during the illness of its original sponsor, Rep. John H. Dent (D-Pa.). He was joined by Committee Chairman Carl D. Perkins and other committee members at the strategy session with the fair minimum wage coalition.

Mitchell, who is also head of the Leadership Conference on Civil Rights, said the minimum wage bill is supported by "a coalition of concerned citizens . . . organizations of conscience. The labor movement, he said, "has stood with us in every fight."

The committee-approved bill includes, in addition to the three-step increase in the minimum wage, the following changes in the Fair Labor Standards Act:

- Hotel, motel and restaurant employees now can be scheduled up to 46 hours a week at straight-time wages. The bill would require overtime pay after 44 hours as of Jan. 1, 1978, and after 40 hours a year later.
- Agricultural workers, who have been on a lower wage scale that would not reach the $2.30 level until 1978, will be protected by the same minimum wage scale as all other workers .
- An employer can now credit 50 percent of a workers' tips towards the minimum wage. That would currently amount to $1.15 an hour. The committee bill would drop the 50 percent allowance and substitute a dollar amount. The present $1.15 level would remain until 1979, when it would be reduced by five cents each year until 1981, when it would be set at a permanent $1 an hour. After that, an employer could only deduct $1 of a worker's tips from the minimum wage he is obliged to pay.
- Employees of establishments controlled by conglomerates that have annual sales of more than $100 million would be covered by the full provisions of the law. This would principally affect workers on farms owned by giant corporations. They would for the first time be covered by the overtime provisions of the Fair Labor Standards Act as well as the straight-time minimum wage.
- Present exemptions from overtime pay requirements for sugar workers, cotton ginning workers and shade-grown tobacco workers would be reduced or eliminated. Also employees of national park concessions would be given limited coverage for the first time.
- Puerto Rico workers would be phased into the full mainland minimum wage level over a period of years, depending on how far they are now behind.

Kirkland Says Support From Grass Roots Vital

(Continued from Page 1)

tions to mobilize union members and their families, "and our retired brothers and sisters," to pass the key bills.

"Today's job," Kirkland said, is to demonstrate back-home support for the minimum wage bill that is already scheduled for a vote in the House.

He told the Texas convention that a proposal to pay a lower wage to youth in order to reduce youth unemployment "is simply a device to give McDonalds and other employers a large source of cheap teenage labor to exploit."

"It makes no more sense," he said, "than a subminimum for blacks, women, Hispanics, Vietnam vets or any other group with a high unemployment rate."

The answer to unemployment is "jobs, not cheap wages."

The job for "tomorrow," Kirkland said, is labor law reform, which is likely to be even tougher.

Employers who don't believe in collective bargaining have found they can flout the National Labor Relations Act "through a policy of massive defiance and total resistance—corporate stonewalling."

To these employers, Kirkland said, "delay is the name of the game" as one management attorney boasted. But "for workers, delay is the name of injustice."

Kirkland stressed that the issue in labor law reform is human rights, not union rights.

"This bill deals exclusively with the human rights of unorganized workers," he said. "It will not organize a single worker into a union; rather it would strengthen the individual worker's right to seek to join a union."

To discriminate against workers for wanting to form a union is "a clear denial of human rights," he declared.

Kirkland cited a case that came before the NLRB which "brings home the bitter human impact" of employer discrimination. He spoke of a young black worker at Bancroft Manufacturing in McComb, Miss., who was forced to get down on his hands and knees and beg for his job back—for the 'crime' of wearing a union button."

ACTWU Receives Grant to Train 350

The Labor Dept. has awarded the Clothing & Textile Workers a $478,369 contract renewal to train 350 underemployed disadvantaged workers for better jobs.

The training, funded under the Comprehensive Employment & Training Act, will be in such occupations as dyer, weaver, loom fixer, rotary print machine mechanic, and knitter. It will also include English as a second language and General Education Development instruction. The GED programs leads to a high-school equivalency diploma.

The program will operate in the Northeast, Alabama, Georgia, Tennessee, South Carolina, Pennsylvania and in some midwestern states yet to be selected.

'Financially Sound':

Carter Plan Backed On Social Security

The AFL-CIO told Congress that President Carter's proposals on social security would put the system "on a financially sound basis" until at least the next century and keep any deficit "within manageable proportions."

In testimony before the House Ways & Means subcommittee on social security, the federation strongly reaffirmed its support for the President's program and urged action in some additional areas.

Bert Seidman, director of the AFL-CIO Dept. of Social Security, spelled out the basis of the federation's support for an increase in the taxable wage base, employer contributions based on total payrolls, general revenue financing and a formula for "decoupling" benefit levels.

He urged also that the law be amended to insure that all differences in the benefit treatment of women and men be removed and that a number of "desirable improvements" be made for all beneficiaries that will strengthen social security protection for women.

Seidman told the committee that further liberalization of the retirement test earnings provision is not needed and that priority should be given to increasing benefits that would help all beneficiaries, including the large majority who do not work after retirement.

He called also for improvement in the administration of the disability program along lines of measures before the committee.

Pointing out that the President's program if enacted would bring the system's deficit to a "manageable 1.9 percent average" over the 75-year period running to 2051. Seidman added:

"The long-run financing problems may not develop to the extent now projected by the social security trustees. Very small differences in economic and demographic assumptions based on projections 50 to 75 years in the future can lead to great variations in estimating long-term costs of the program. . . . Congress should not try totally to solve the long-run problem, but wait a few years until the most important variables can be judged with a greater degree of certainty. There is still plenty of time in which to determine whether the trustees' projections are valid and to take corrective action."

The Administration's proposals for increasing the taxable wage base—the maximum earnings subject to payroll tax—will "go a long way to restore the original proportion of covered wages upon which workers' contributions were made when social security was started," Seidman said. When the system went into effect the program covered the full earnings of 97 percent of covered workers. Today it would take a wage base in excess of $32,000 to cover the same proportion.

He urged removing the taxable wage base for employers because an "employer's responsibility for the welfare of his workers should be based on his total payroll, not just a portion of each worker's earnings." He urged also that Congress require public employers to maintain social security coverage for their employees, removing the present option to pull out of the system and wiping out protections.

Supporting the Administration proposal for general revenue financing when the unemployment rate tops 6 percent is important to solving the short-run financing problem, Seidman pointed out. He said that general revenue funds are currently used to pay social security benefits based on wage credits for military service, special age 72 benefits, half of the cost of Part B Medicare, and hospital benefits for non-insured persons.

On decoupling, the testimony supported indexing by average wages rather than indexing by prices, a formula supported by numerous groups to correct the provision in the 1975 law that could lead to benefits exceeding the highest earnings of some beneficiaries.

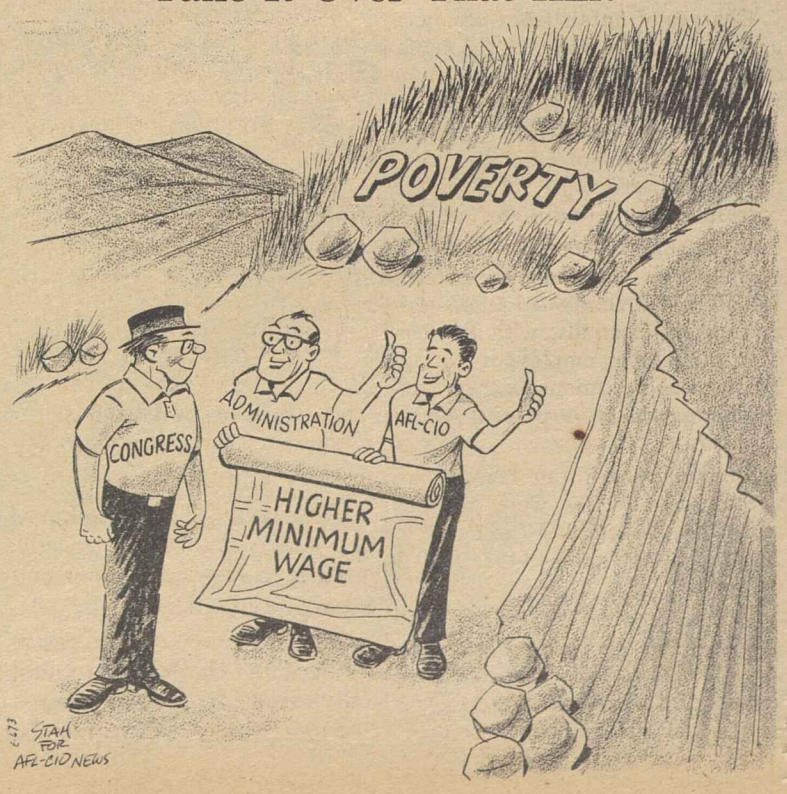
OPEIU Gains 1,400 In Blue Cross Unit

Oakland—A unit of 1,400 Blue Cross clerical workers voted to be represented by the Office & Professional Employees in a representation election here.

The decisive victory, by a nearly 2-1 margin, came on the OPEIU's fourth attempt to organize the Oakland office. It is the 11th Blue Cross-Blue Shield office organized by the union.

OPEIU President Howard Coughlin said the union has also won elections during June in establishments ranging from universities to rent-a-car companies. The new units are located in Alabama, Connecticut, Massachusetts, New Jersey, Pennsylvania and West Virginia.

'Take It Over That Hill!'



Meany Hails Carter Proposal:

Labor Law Reform Drive Launched in House, Senate

(Continued from Page 1)

It would require the NLRB to seek a court order for immediate reinstatement of workers illegally fired for union activities during an organizing campaign or before a first contract is negotiated. And when such a worker is reinstated, he would receive twice the amount of back pay owed—without any deduction for any other earnings he may have had since his dismissal.

Further, if an employer's stalling over a first contract is deemed by the NLRB to be a willful refusal to bargain in good faith, the board could order that an interim pay increase be put into effect, dating back to the start of the refusal to bargain. The amount would be the percentage equivalent of wage and benefit settlements reached in major collective bargaining agreements during that period—as compiled by the Bureau of Labor Statistics.

Also part of the bill is authority for the NLRB to penalize willful violators of the labor law by prohibiting them from obtaining federal contracts for a period of three years.

Such a provision has long been urged by the labor movement to deal with firms such as J. P. Stevens & Co., notorious for its repeated, flagrant violations of labor law but still the beneficiary of government supply contracts.

There are other important provisions of the bill, described in more detail in a separate article on this page. They include expansion of the size of the NLRB as another step in reducing the backlog of cases, and various procedural changes.

The legislation was launched with impressive sponsorship at a Capitol Hill news conference.

Rep. Frank Thompson (D-N.J.), chairman of the Labor-Management Relations subcommittee that is holding the hearings, introduced the bill in the House. With him were the sponsors of the Senate bill, Harrison A. Williams (D-N.J.) and Jacob K. Javits (R-N.Y.), the chairman and ranking minority member of the Senate Human Resources Committee.

Thompson said he saw a "tough, tight" battle in the House, but predicted passage there by late September. He told reporters that during the August recess of Congress, he will move his subcommittee to Roanoke Rapids, N.C., for a one-day hearing on the tactics J. P. Stevens & Co. has used to thwart collective bargaining at a plant where the Clothing & Textile Workers had won bargaining rights.

Williams said his committee will hold hearings this fall as a prelude to putting the legislation before the full Senate early in 1978.

It is needed, he said, because employers have "cynically manipulated" the procedures of the present labor law to make a mockery of the right to organize.

Javits said no "reasonable" employer should feel threatened by the law—only those who seek to "frustrate" collective bargaining rights through "interminable delay and evasion."

And two former textile workers who came from Darlington, S.C., 77-year-old Thelma Swann and her son, Raymond, told the news conference of the type of employer tactics workers trying to organize face in parts of the South.

Workers at the Darlington mill—a part of the Deering Milliken chain—voted for a union in 1956. Their employer countered by closing the plant and firing the workers. Years of NLRB hearings, interspersed with court battles, brought an order for back pay to compensate for the unfair labor practice discharges. But after 21 years, litigation continues and the money has not been paid.

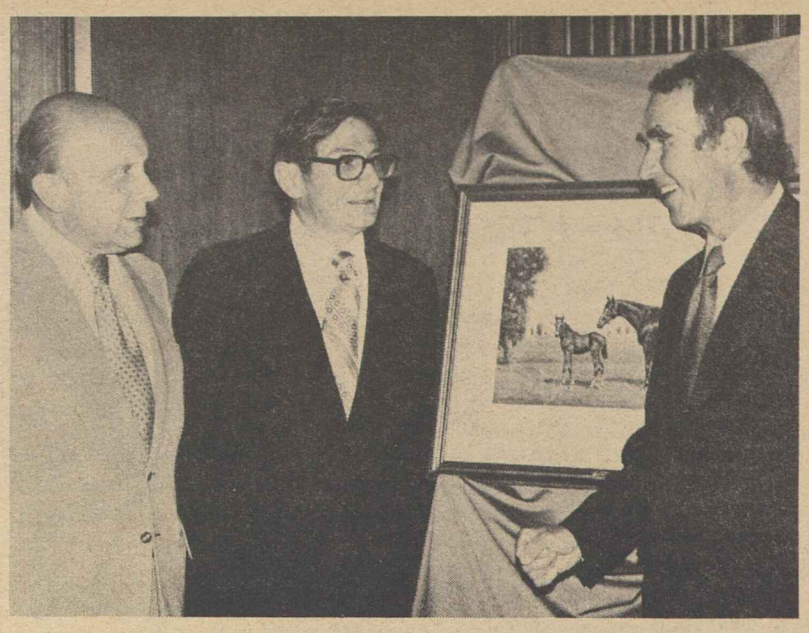
If the legislation would help some workers in the future by closing loopholes in the labor law, Mrs. Swann said softly, "we'd be very grateful."

The legislation does not deal with the long trade union campaign for repeal of the "right-to-work" Section 14(b) of the Taft-Hartley Act.

Marshall said he thinks 14(b) "ought to be changed" and "will be considered in the future." But the immediate need, he said, is for a reform package that could command broad support and remedy the most serious problems of the present law.

Meany stressed that the legislation doesn't in any way change the labor-management balance in collective bargaining. "No fair and decent employer uses the tactics the President's proposals are designed to meet."

But "currently the odds are stacked against workers seeking to exercise their right to freely choose in a government-supervised election whether they want union representation. The President's proposals will rectify that situation."



AWARDS RECOGNIZING the support of Sen. Harrison Williams, right, for legislation promoting studies and treatment of alcholism were presented to the New Jersey Democrat on Capitol Hill. Making the presentations were AFL-CIO Community Services Director Leo Perlis, left, and John Carpenter of the Rutgers University Center of Alcohol Studies.

Darlington Worker Cites 21-Year Wait for Justice

Twenty-one years ago Thelma Swann, at the age of 56, was thrown out of a job when a textile plant in South Carolina closed up rather than deal with the union its workers had chosen in a free election.

Today she has yet to collect the first dollar in wages owed her although the plant's owner was found guilty of violating the National Labor Relations Act.

Mrs. Swann, now 77, and her son Raymond, appeared at the Capitol Hill press conference to mark the introduction of a bill to rid the National Labor Relations Act of flaws that allow cases such as hers to persist.

In 1956 the Textile Workers won an NLRB election at a Deering Milliken subsidiary in Darlington, S.C. Faced with a clear and clean union victory, Roger Milliken chose to shut down the plant, tossing 556 workers out of jobs, rather than deal with the union.

For the past 21 years, the fight has been carried on by the union. The company was found guilty of violating the NLRA but it never reopened the plant. Despite NLRB rulings and federal court decisions, the company continues to resist workers' efforts to gain back pay and other compensation to which they are entitled.

Mrs. Swann unsuccessfully searched for work after the Darlington shutdown along with hundreds of her co-workers. Over 100 have died. At the time, she recalls, she was "too old to be hired but too young for social security."

Said Raymond Swann: "The labor laws, as they now are, are inadequate. Look at our case. It's now 21 years old. The laboring man has to have something better."

Details of Labor Law Reform Bill

Here are the chief provisions of the labor law reform bill that the AFL-CIO has endorsed:

I—Election Procedures

Timetables for holding union representation elections would be set by law, based on the complexity of the case.

- A simple election petition by a majority of workers in a clearly appropriate bargaining unit would normally result in a vote within 15 days. It could be as long as 21 days if the job site is a substantial distance from the NLRB regional office or if the unit is a large one.
- More complicated cases involving questions of the appropriate bargaining unit or voter eligibility would normally be held within 45 days of the date of the election petition.
- Elections presenting issues of "execptional novelty or complexity" could be delayed a maximum of 75 days.
- The NLRB would be directed to issue rules governing appropriate bargaining units that could be applied to most elections without a time-consuming hearing.
- Unions would be given an equal opportunity with the employer to reach all employees during a representation election campaign. Presently, an employer can command a captive audience for his anti-union message. The NLRB would be directed to set up procedures to assure workers an equal opportunity to hear from both sides.
- The NLRB would be required to seek a court order immediately reinstating a worker illegally fired for union activity during an organizing campaign or before a first contract is signed. Currently, the law only requires the NLRB to seek an injunction for specified unfair labor practices committed by a union.

II—Procedural Changes

The five-member National Labor Relations Board would be increased to seven members.

This would allow creation of more three-member panels to speed decisions on unfair labor practice cases—which currently take more than a year to adjudicate.

In the more routine cases, a big time-saver would allow the NLRB to adopt procedures presently used by federal courts of appeal. Thus, two members of a three-member panel could summarily affirm the findings of an administrative law judge without going through the full decision-rendering process.

Another change would allow the NLRB to have its orders made final if neither party requests a Court of Appeals review within 30 days.

III—Effective Remedies

To more effectively penalize lawbreakers:

- An employer found by the NLRB to have willfully continued to violate the law by coercing workers or discriminating against union supporters would be barred from obtaining federal contracts for three years. Any exception would have to involve the national interest or the fact that a firm is the sole source of an essential product or service.
- A worker illegally fired for union activity during an organizing campaign or before a first contract is negotiated would be awarded double backpay when the NLRB orders the worker rehired. Further, a worker's other earnings between dismissal and reinstatement would no longer be subtracted from the amount due.
- When the NLRB finds that an employer illegally refused to bargain in good faith for a first contract, the board would be empowered to compensate workers by this formula: A payment covering the period of refusing to bargain equal to the percentage increase in wages and benefits in the average major collective bargaining settlement reached during the quarter in which the delay began. The data needed to determine the amount is regularly compiled and published by the Bureau of Labor Statistics.

IV—Coverage

Plant guards would have greater freedom to engage in collective bargaining through a modification of present restrictions.

Under the new bill, guards still could not be part of the same bargaining unit as other workers at a plant, nor could they be members of the same local union. But they would be able to be members of a different local or of another union affiliated with the AFL-CIO or some other federation.

Present law bars plant guards from being represented by any union which "admits to membership or is affiliated directly or indirectly with an organization which admits to membership employees other than guards."

NLRB Cases Jump by 8.8% For Quarter

The National Labor Relations Board reported its caseload in the January-March period this year was 8.8 percent heavier than in the same quarter a year earlier.

Charges of unfair labor practices against either employers or labor organizations totaled 9,443, up from 8,683 in the same period in 1976. There were 4,010 petitions seeking all types of employee elections, compared with 3,829 in the corresponding period a year earlier.

In a summary of its activities during the three-month period, NLRB said it conducted 1,946 representation elections, with 88 percent of eligible employees voting. Workers chose unions as their bargaining agents in 49 percent of the elections.

Of the 9,443 unfair labor practice charges, 6,507 were brought against employers and the balance, 2,936, against unions, the NLRB reported.

At the end of March, 20,381 cases of all types were pending disposition at various procedural levels. This compares with 18,583 pending at the end of December.

AFGE Asks Full Health Plan Payment

Federal workers should have employer-paid health and legal insurance, the American Federation of Government Employees urged.

The union's executive council called on the government to follow the private industry pattern and pay the full cost of group health insurance. At present, the government pays only 75 percent of the premium cost.

The AFGE urged inclusion of pre-paid legal services as a new fringe benefit and said it will seek congressional sponsors for a bill that would "help workers to pay for legal assistance on their personal, non-job related problems."

In another area, the AFGE council asked Congress to make it a federal crime for officials of food packing and processing companies to interfere with or threaten government inspectors performing their official duties. It said food inspectors have been frequently harassed and threatened by company officials.

A Good Bill

WE ARE GRATIFIED that the President has recognized the need for labor law reform that will effectively guarantee the human and legal rights of workers who seek to form their own unions.

We consider it appropriate that the President, in the first attempt since 1935 to amend the law as it relates to employer misconduct, concentrates on guaranteeing unorganized workers the rights promised them 42 years ago. The President has proposed sound, sensible methods for translating into reality the Wagner Act's promise of a fair chance for workers to organize and bargain collectively with their employer.

Currently the odds are stacked against workers seeking to exercise their right to freely choose in a government-supervised election whether they want union representation. The President's proposals will rectify that situation.

Of course, there will be attempts to confuse the issue. Business organizations will falsely claim that the Administration's bill would strengthen unions. The facts are that no fair and decent employer uses the tactics the President's proposals are designed to meet. But no employer should have the ability to postpone the opportunity of workers to vote in a board-conducted election or to perpetuate unnecessary legal delays. Neither should employers be encouraged to break the law by ineffectual remedies for serious violations.

In addition, the President's bill would not change, even in the slightest, the rules governing established labor-management relations. Indeed, it does not change the general rules stating what unions and employers may and may not do at all. Rather, it protects employee rights by expediting the processes of the law, and by strengthening the remedies available against employer unfair labor practices so that they approximate those already available against union unfair labor practices.

The President has proposed a good bill, and the AFL-CIO will wholeheartedly support it.

—AFL-CIO President George Meany on President Carter's labor law reform message.

A Fundamental Right

SINCE THE PASSAGE of the Wagner Act in 1935, it has been the policy of the United States government that American workers have the right to bargain collectively. This is a fundamentally important right. But it is a right that has little tangible meaning if it can be eroded by long protracted delays before the National Labor Relations Board.

We don't believe in interfering directly in collective bargaining. But we do believe in making the process as equitable as possible for both sides. This is one of the major goals of labor law legislation.

Nothing in this bill will make union membership mandatory for anyone. But it is vital that American workers have the choice of whether or not they want to belong to a union. The delays and the weakness of the NLRB's enforcement powers have, in effect, denied this right to thousands of American workers. This is an inequitable situation. And, this is one of the reasons why I consider labor law reform to be such an important issue.

—Labor Sec. Ray Marshall on the labor law reform message.

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'I'm Right With You!'

Problem for Postal Service:

New Communication Systems Could Make Mails Obsolete

By Gus Tyler

THE POSTAL SERVICE as we know it may soon be a museum piece, made obsolete by startling changes in our means of communication. We just won't need the mails; and those of us who do will be in trouble.

At the core of the communications revolution are novel ways for business to handle its transactions. For many years, the mails were a primary vehicle for carrying on commerce. Even today, 47 percent of the postal service's income comes from handling bills, payments, and orders.

But increasingly the mails are no longer necessary for such transmission of messages and money. The modern way is to use electronic devices.

At present, for instance, the U.S. Treasury Dept. sends out 400 to 500 million pieces of mail every year. Within a few years, the department expects to remove the bulk of its checks from the mails and place them in electronic deposits. By this system, Washington (or some sub-office) presses a button and a deposit is made in the books of some financial institution. No paper, no envelope, no stamp, no mail.

This is not some silly piece of science fiction. Right now, the federal government makes about 5 million payments a month by pushing buttons. In the future, this system will be expanded.

The government is the biggest but not the only user of this Electronic Funds Transmission System (EFTS). Banks and other money changers have installed about 6,000 automated teller and cash machines. They can be found in the financial institutions and in airports, shopping centers, big office buildings.

Another 10,000 "terminals"—one of the operating ends of this magic method—are located in supermarkets and big retail establishments where, according to the Wall Street Journal, more checks are cashed than in banks.

If you wish, you can have your paycheck deposited in the bank of your choice by electronic prearrangement. And you may further arrange to have other items taken care of, like your regular insurance premium, your Christmas Club payment, your mortgage, and maybe even some of your utility bills.

The twin of the EFTS is the EMTS, a device for transmitting correspondence electronically. "The EMTS market man's dream," says the special committee of the Letter Carriers' union that deals with the electronic threat, "would be a receiver in everyone's home with an unattended answering service to receive messages 24 hours a day so that a customer upon awakening or a businessman going to work would find all his 'mail' in a tray waiting for him."

Some groups in our society will be hard hit. The individual who wishes to send a letter or the individual in some more remote part of our continent who is not close to a terminal but would like to receive mail will have to pay a high price for delivery since the bulk of the profitable mail to sustain a nationwide system will be missing.

The many organizations in the United States that depend upon publications moving through the mails to keep their congregation, their membership, their fellow veterans, their companion believers informed will have to pay heavily for delivery, perhaps too heavily to survive.

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Writing Letters Isn't That Hard

A lot of folks hesitate to write to their U.S. senators or representatives because they think such exalted personages require perfect gems of correspondence.

Tain't so. In the first place, they're not exalted personages. They're where they are to represent YOU. And it helps them to represent you better if they hear from you.

Secondly, the point of your letter is simply to say, briefly, what you think and say it in your own way.

So, get over the hang-up. If AFL-CIO legislation goals are to make it through Congress, they're going to need a show of support. And that means letters and post-cards from working people.

Write to your representative, House Office Building, Washington, D.C. 20515, and to your senators, Senate Office Building, Washington, D.C. 20510.

—From Memo from COPE, July 8, 1977.

Text of President's Message On Federal Labor Law Reform

Following is the text of President Carter's message to Congress on labor law reform:

I AM TRANSMITTING to Congress proposals to make the laws which govern labor-management relations work more efficiently, quickly and equitably.

I have pledged to make federal regulatory agencies more responsive to the people they serve. Government regulation only works well if it is fair, prompt and predictable. Too often this has not been the case with the regulatory process that governs collective bargaining and labor-management relations. Our labor laws guarantee employees the right to choose freely their representatives, and to bargain collectively with employers over wages, fringe benefits and working conditions. But legal rights have limited value if many years are required to enforce them.

The National Labor Relations Board (NLRB) administers our labor laws. In recent years there has been growing agreement that those laws should be amended to ensure that the board can function more effectively to protect employees' rights. While the great majority of employers and unions have abided by the labor laws, a few have unfairly abused the procedures and practices under which the board must operate.

As a result, the American Bar Association, many federal courts, and the NLRB's own task force each recently suggested ways to improve the board's procedures. The NLRB's internal report, which proposed a number of administrative changes, has already produced some beneficial changes. But it seems clear that legislation is actually needed to enable the board to administer the labor laws properly.

Unnecessary delays are the most serious problem. In even the simpler cases, the NLRB typically takes almost two months to hold an election to determine whether workers want union representation. The enforcement of board decisions is also subject to unnecessary delay: lengthy proceedings before the board and extended litigation can sometimes delay final action for years.

The problem of delay has been compounded by the weakness of the board's remedies. One of the reasons the regulatory process has worked so slowly is that a few employers have learned that, because of the problems the board has in enforcing its decisions, delay can be less costly than initial compliance with the law. In one case, for instance, workers who were illegally fired for their union activities in 1962 are still awaiting payment for lost wages.

Because of these problems, workers are often denied a fair chance to decide, in an NLRB election, whether they want union representation. The same problems often deny employers the predictability they too need from the labor laws.

To help reduce the problems of delay, and to cure a number of related problems with our labor laws, I am today recommending to the Congress a set of reforms for the National Labor Relations Act. These reforms are designed to accomplish three important goals:

— To make the NLRB procedures fairer, prompter, and more predictable.

— To protect the rights of labor and management by strengthening NLRB sanctions against those who break the law.

— To preserve the integrity of the federal contracting process by withholding federal contracts from firms that willfully violate orders from the NLRB and the courts.

I believe these goals can be met through the following changes in our labor laws:

● An election on union representation should be held within a fixed, brief period of time after a request for an election is filed with the board. This period should be as short as is administratively feasible. The board, however, should be allowed some additional time to deal with complex cases.

● The board should be instructed to establish clear rules defining appropriate bargaining units. This change would not only help to streamline the time-consuming, case-by-case procedures now in effect, but would also allow labor and management to rely more fully on individual board decisions.

● The board should be expanded from five to seven members. This change would enable the NLRB to handle better its increasing caseload.

● The board should establish procedures that would allow two members of the board to affirm summarily the less complex decision of its administrative law judges. Similar procedures have already been adopted by the federal courts of appeal.

● All appeals of board decisions should be required to be filed within 30 days of the board's decision. If no appeal is filed, the board should refer its orders to the courts for enforcement without further delay. This procedure is similar to that used by such other federal regulatory agencies as the Federal Trade Commission.

● When employers are found to have refused to bargain for a first contract, the board should be able to order them to compensate workers for the wages that were lost during the period of unfair delay. This compensation should be based on a fixed standard, such as the Quarterly Report of Major Collective Bargaining Settlements published by the Bureau of Labor Statistics (BLS). Workers would be entitled to the difference between the wages actually received during the delay and those which would have been received had their wages increased at the average rate for settlements reported during that period, as recorded in the BLS index.

● The board should be authorized to award double back-pay without mitigation to workers who were illegally discharged before the initial contract. This flat-rate formula would simplify the present time-consuming back-pay process and would more fully compensate employees for the real cost of a lost job.

● The board should be authorized to prohibit a firm from obtaining federal contracts for a period of three years, if the firm is found to have willfully and repeatedly violated NLRB orders. Such a debarment should be limited to cases of serious violations and should not affect existing contracts. This restriction could be lifted under two conditions: if the Secretary of Labor determines that debarment is not in the national interest, or if the affected federal agency determines that no other supplier is available.

● Under current law, the board is only required to seek a preliminary injunction against a few types of serious union unfair labor practices, such as secondary boycotts or "hot cargo" agreements. The board should also be required to seek preliminary injunctions against certain unfair labor practices which interfere seriously with employee rights, such as unlawful discharges.

There are related problems that should also be reviewed by the Congress in this effort to ensure that our labor laws fulfill the promise made to employees and employers when the Wagner Act was passed 42 years ago—that working men and women who wish to bargain collectively with their employers, in a way fair to both, shall have a reasonable and prompt chance to do so. In that way, the collective bargaining system, which has served this country well, can be strengthened for the benefit both of American workers and employers.

I have asked the Secretary of Labor to work closely with the Congress in the months ahead to explore these and other possible ways of improving our labor laws.

I ask the Congress to move promptly to pass legislation implementing the reforms I have recommended.

By Press Associates, Inc.

CAN A PRICE TAG be placed on life and health? This is the prime question in weighing the so-called economic impact statements issued by the Council on Wage & Price Stability (COWPS) on such matters as occupational health.

Health standards in several areas have been promulgated by the Labor Dept.'s Occupational Safety & Health Administration only to be criticized by COWPS.

No one takes exception to an agency of the federal government monitoring inflation-causing activities—inflation is an enemy to all. But a serious question arises as to whether COWPS, with its 20 economists, can or should place a price tag, inflationary or not, on life and health.

This has become a meaningful issue for tens of thousands of workers exposed to dangers in coke ovens, the cotton dust of textile mills, noise, lead dust, deep-sea diving and other occupations.

OSHA, under the Occupational Safety & Health Act, is empowered to promulgate standards to reduce the level of danger and exposure to workers through a number of procedures, including work practices and engineering controls.

But COWPS has a fairly consistent record of issuing economic analyses which have the effect of confusing the issues and delaying the effective implementation of standards.

In a recent statement on OSHA's proposed cotton dust standards, COWPS admitted: "The council is unable to judge the reasonableness of these estimates since it lacks the necessary technological and engineering expertise."

In a rejoinder to the council's comments on OSHA's cotton dust standards, the Clothing & Textile Workers declared that COWPS's entire statement is "so absurd that it is difficult to take it seriously."

These sharp words were occasioned by COWPS's "simple scheme" to control byssinosis or brown lung disease by levying a fine upon any employer for every new case of byssinosis found among his employees.

Although the council approved incentives by encouraging employers to appy "innovation, technology and research," it placed primary emphasis on employees wearing respirators at all times.

"We cannot believe," ACTWU declared, "that the council seriously advances it as an alternative to the system of engineering controls which has been developed through the science of industrial hygiene as the prime means of protecting workers."

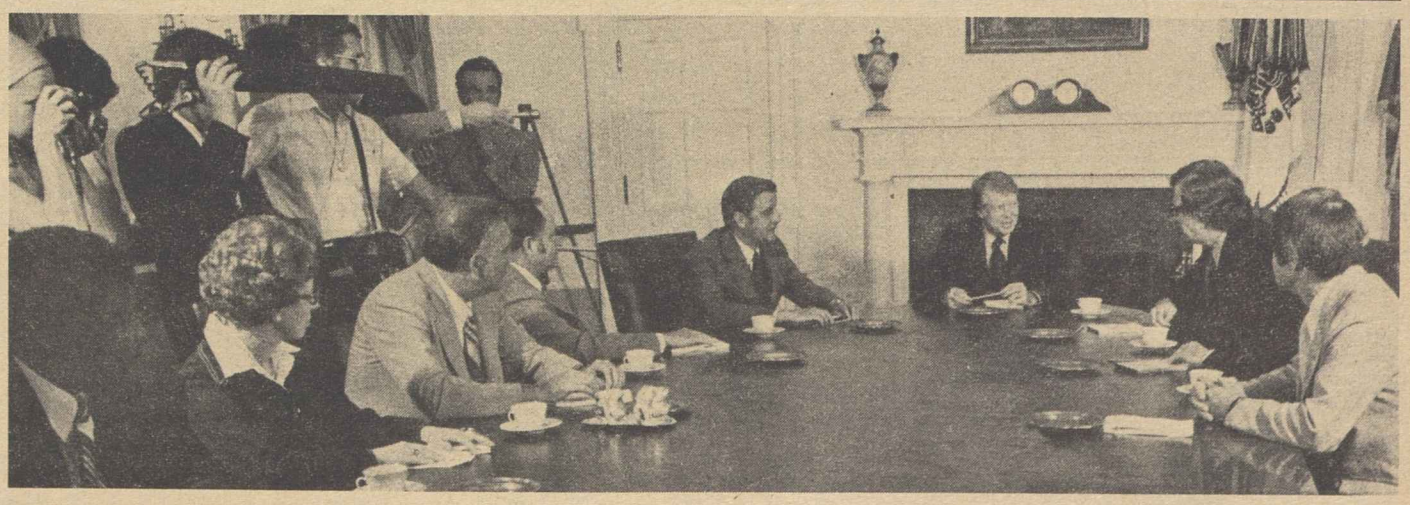
THE COUNCIL and its economists defend the use of economic analysis in evaluating job health standards, but this approach is strongly challenged by Dr. Eula Bingham, director of OSHA and former professor of environmental health at the University of Cincinnati.

She has noted that Sec. of Labor Ray Marshall is an economist and joins her in viewing economic analysis "with some skepticism because the data base on which we must make economic analysis frequently comes from one source, and we must ask the industry."

"The analysis of how much it is going to cost to produce let's say, a ton of steel, is one kind of analysis that I believe everyone must face up to, that it's going to cost this much and will mean this to a consumer," Dr. Bingham said recently, adding: "However, I believe that the state of the art in terms of determining what it costs for a human life, what it costs to spend maybe six months in a hospital dying of cancer, cannot be estimated yet by any economic models that are at our disposal."

The AFL-CIO, in urging abolition of the council, declared: "So-called inflation impact statements, which are supposedly reviewed and assessed by the council, have failed to diminish any underlying inflation forces. In fact, these so-called inflation impact statements have been used as a mechanism for attacking social programs, delaying their implementation and adding to the maze of misdirected paperwork."

The federation observed that the council is hardly neutral, asserting that it "serves the reactionary anti-union and pro-business purposes of those who seek to load responsibility for inflation on the shoulders of America's working people."



EXECUTIVE COMMITTEE of the Teachers confers with President Carter and Vice President Mondale on the problems and needs of a sound federal education policy. The discussions explored welfare reform, funding for the Comprehensive Employment & Training Act, additional education expenditures and the AFT's opposition to the creation of a Cabinet-level Dept. of Education. The delegation was headed by AFT President Albert Shanker.

House Clears Mine Safety by Wide Margin

(Continued from Page 1)

The bill was steered to House passage by Rep. Joseph M. Gaydos (D-Pa.), whose subcommittee held hearings and drafted the measure.

Chairman Carl D. Perkins (D-Ky.) of the full Education & Labor Committee opened the debate by telling his colleagues that the legislation would give miners "a better chance of surviving. . . . That is the bottom line."

The House-passed bill would leave the provisions of the 1969 Coal Mine Health & Safety Act unchanged, but expand the law to cover mining now governed by the weaker Metal & Non-Metallic Mine Safety Act of 1966. That law covered mining for about 70 minerals including copper, gold, silver, iron, lead, zinc, uranium, clay, gypsum, phosphate rock, potash and salt.

Unions opposed the amendment by Rep. Ronald Sarasin (R-Conn.) to retain separate laws for coal and non-coal mining, and it was beaten, 188-151. A closer, 169-165 vote defeated a weakening amendment by Rep. Ike Andrews (D-N.C.) that would have allowed states to substitute state safety and inspection programs for federal programs.

The Senate-passed bill includes union-supported provisions that would strengthen the existing coal mine safety law to make it easier to shut down unsafe mines and penalize violators. It would also protect workers shifted to other jobs for health reasons from pay cuts.

THE GENERAL THRUST of President Carter's drive to curb hospital costs should be coupled with a permanent plan to keep health care costs in check after the short-term controls are lifted, Director Bert Seidman, center, of the AFL-CIO Dept. of Social Security, declared on Labor News Conference. Questioning him were Jerome Brazda, left, of Washington Report on Medicine & Health and Robert Cooney of Press Associates, Inc.

Hospital Industry Seen Resisting Cost Ceiling

The general thrust of President Carter's plan to curb hospitalization costs was praised by AFL-CIO Social Security Director Bert Seidman, who also urged that Congress shape permanent health cost restraints to replace short-term containment efforts.

Seidman stressed that even though the effort to moderate health care costs will have the solid support of most Americans, any effective proposal to do that will draw heavy fire from the health care industry.

"They give lip service to the idea of controlling costs," he said, but the statements of industry spokesmen make it clear that they feel the goal "is not of any great importance."

Questioned by reporters on the public affairs radio interview Labor News Conference, Seidman said that it's no surprise that the health care industry is almost emotional in its attacks on the Carter hospital cost containment bill since the industry has always opposed any effective measure to bring down health care costs. He rejected the contention of hospital leaders that the wages of hospital workers are largely to blame for the "termendous explosion of hospital costs."

Seidman cited the recent study by the Council on Wage & Price Stability that showed that "if hospital wages has risen during the past 10 or 15 years at the same rate that wages generally rose, hospital cost increases that have been rising at a double-digit rate would have been only one percent per year lower."

In fact, he declared, "labor costs have dropped over the last decade or more from two-thirds of total hospital costs to one-half of total hospital costs." He said that even with the badly needed catchup, hospital wages "continue to lag well behind the average for workers in all industries," even those where wages are generally lower than average.

Seidman said that although the AFL-CIO supports the Carter measure in general, it should be strengthened to assure that it will "not have a harmful effect on collective bargaining in the hospital industry." He also called for safeguards to prevent private hospitals "from dumping the poor and chronically ill onto public hospitals to reduce their costs and increase their revenues."

McKinney Opposed For Home Loan Post

The AFL-CIO and consumer groups have asked the Senate to reject President Carter's nomination of Robert H. McKinney to be chairman of the Federal Home Loan Bank Board.

McKinney is chairman of an Indianapolis savings and loan association, and AFL-CIO Urban Affairs Director Henry B. Schechter said his record doesn't meet standards that should be required for a high-level regulatory appointment. The bank board regulates over 6,000 savings and loan associations that control assets of more than $400 billion.

Schechter cited a study of "redlining" in the Indianapolis area—the practice of refusing mortgage financing for inner-city areas a bank considers "undesirable" locations. It showed, he said, that McKinney's bank had the poorest record of any large savings and loan association and rated next to the bottom of all of the city's associations in percentage of loans made to owners of inner-city properties.

This suggests, Schechter told the Senate Banking Committee, that if McKinney were to head the Home Loan Bank Board, "there would be a lack of national leadership to discourage redlining, and to encourage savings and loan association credit extension that is necessary to reverse the decline of viable inner city neighborhoods."

Schechter also cited the "conflict of interest environment" resulting from the "interlocking business relationships" of McKinney and his associates.

Thus, he noted, McKinney "receives a salary as chairman of the board of First Federal. He receives a salary as chairman of the board and president of Jefferson Corp., as well as dividends from the profits earned by Jefferson Corp., which occupies offices in the First Federal building and has subsidiaries that produce and sell construction materials. He receives income from the law firm of Bose, McKinney and Evans, which is counsel to First Federal and also occupies space in the First Federal building."

Schechter pointed out also that McKinney had twice during 1975 written to the Federal Home Loan Bank Board protesting proposed tighter regulations against conflict of interest. He also objected to proposed disclosure of transactions involving directors.

Similar objections were raised by the Consumer Federation of America, which said the person named to head the bank board should be someone who would take "vigorous action in combatting redlining" and "the pervasive conflict of interests" found in the savings and loan association field.

CFA Director Kathleen F. O'Reilly said the nomination was also contrary to Carter's campaign assertion that "regulatory agencies must not be managed by the industry being regulated."

Dystrophy Group Re-Elects Unionists

Las Vegas, Nev. — AFL-CIO President George Meany and several other trade union officials were re-elected corporate members of Muscular Dystrophy Association at its annual meeting here.

They are AFL-CIO Vice Presidents Hal C. Davis, James T. Housewright, William H. McClennan and Frederick O'Neal, and Thomas R. Donahue, Meany's executive assistant. Sol Stetin, executive vice president of the Clothing & Textile Workers, was re-elected a vice president.

Donahue, McClennan and O'Neal were also re-elected to the MDA board of directors.

Major Travis Dies, AFGE Vice President

Major H. Travis, vice president of the Government Employees from the union's 14th district which encompasses the Washington, D.C., area, died of an apparent heart attack July 18. He was 56.

Travis, a 32-year veteran of the Dept. of Defense, held a number of elected positions in AFGE Local 2 before he was first elected vice president for the Washington area district in 1973.

Cotton Dust Victims:

Benefit Plan Sought For 'Brown Lung'

A federal "brown lung" disease compensation program is long overdue because states have failed in their responsibilities to textile mill workers disabled from excessive exposure to cotton dust, the Clothing & Textile Workers told Congress.

ACTWU Executive Vice President Sol Stetin urged in testimony to the Senate Labor subcommittee that brown lung compensation be patterned after the "black lung" program that Congress has established for coal miners.

Byssinosis—or brown lung disease—is as serious a problem for cotton mill workers as pneumoconiosis is for coal miners, Stetin testified.

On the basis of data gathered from medical studies and scientific research, he said, an estimated 35,000 to 100,000 active and retired cotton textile workers in United States are victims of brown lung disease.

In the early 1970s, Stetin said ACTWU surveyed 20 states in which cotton textiles are manufactured about the occupational problems of byssinosis.

Of the nine states that replied, several indicated that brown lung victims might be eligible for benefits if they could prove that byssinosis was "a disease peculiar to a trade or occupation" or that it arose "out of and in the course of employment," he said.

"Yet none of the states had a record of a byssinosis victim having been awarded benefits under the state workers' compensation law—and that record remains to this day."

This is a clear indictment of the present system, Stetin stressed. "It demonstrates the inability of the state laws to serve the needs of a large group of American workers who have suffered a disabling disease in the course of their employment."

Stetin also warned that the further delays in needed protection for cotton textile workers are built into the Occupational Safety & Health Administration's proposed cotton dust standard.

That proposal calls for a gradual reduction in worker exposure to cotton dust from the current 1,000 micrograms per cubic meter of air to 200 micrograms after seven years.

The rationale for that delay is based on the so-called "inflation impact" statements required under Executive Order 11821 which former President Ford renewed shortly before leaving office, Stetin observed. That presidential order is "clearly illegal and counter" to the purposes of the federal job safety law, he said.

"It was the intent of Congress to protect workers from an epidemic of occupational diseases, not to waste OSHA's limited resources on cold-blooded calculations of alleged 'cost and benefits' which are not measurable in any case," Stetin told the panel.

"In essence, such maneuvers are nothing but kowtowing to industry's customary claims of 'poverty' or 'interference' when faced with worker or government demands to place people before profits.

"In recent years, these claims have achieved a veneer of respectability as they have been taken up by the Council on Wage & Price Stability. Never has there been an official body so devoid of humane purpose," he charged.

Stetin warned that industry will trot out a number of trite slogans if the brown lung compensation bill sponsored by Rep. Phillip Burton (D-Calif.) receives serious consideration in Congress. The expected slogans will no doubt include:

- "It will put the entire cotton industry out of business."
- "We can't compete internationally."
- "The problem is going to be solved at the state level."
- "The current state legislation is sufficient."

These claims must be ignored, because they cannot stand up to the facts, Stetin stressed. And since the states have failed to live up to their responsibilities to protect workers in their own states, Congress must recognize its obligation to cotton textile workers by establishing a compensation program just as it has for coal miners, he said.

State Employees Vote On Wisconsin Accord

Madison, Wis.—Nearly all of Wisconsin's 24,000 state government employees were back on the job ending a 15-day strike after negotiators reached tentative agreement on a new two-year contract that would boost wages an average of 20.6 percent.

A local-by-local ratification vote on the agreement will take about two weeks, officials of the State, County & Municipal Employees in Wisconsin said.

Meanwhile, 8,000 AFSCME members were voting on a second tentative agreement in Detroit. They had rejected an earlier settlement by a narrow margin, but remained on the job following a one-day strike while union negotiators bargained for additional improvements.

The Wisconsin agreement calls for hourly wage increases adding up to $1.02 above the present average wage of $4.93 an hour. The increase works out to 36.9 percent for the lowest paid state workers and about 14 percent for the highest paid workers.

Other provisions in the Wisconsin agreement include:

- Automatic progression payments for about 20,000 workers.
- Cost-of-living adjustments for 11,500 workers who earn less than $12,000 a year. The quarterly COL adjustments of 1 cent an hour for each increase of four-tenths of a point in the consumer price index will begin June 30, 1979.
- Differential pay for 6,000 employees who work on weekends.
- Authority for 2,000 professional employees to negotiate flexible work schedules and to qualify for overtime pay.
- A ban on revising work schedules to avoid premium pay for overtime work.
- No lapse in seniority or time credited for vacations as a result of the strike.
- Education benefits for nonprofessional employees.

The tentative agreement was reached in Wisconsin with the assistance of federal mediators.

Lack Minimal Skills:

One-Fifth of All U.S. Adults Found Functionally Illiterate

Nearly 35 million Americans, one-fifth of the adult population of the United States, are functionally illiterate. They lack the minimal skills of reading, writing and simple calculation to function in modern society. That's the startling report documented in the current issue of the American Federationist, the AFL-CIO magazine.

In the magazine's lead article, "The Chains of Functional Illiteracy," Gordon H. Cole, adjunct senior staff associate at the George Meany Center for Labor Studies, details the findings of two recent surveys funded by the U.S. Office of Education.

Cole's article is accompanied by a commentary by AFL-CIO Education Director Walter G. Davis detailing the federation's longstanding commitment to adult education and urging the new Administration and the new Congress to give the illiteracy problem the immediate attention it deserves.

A research team at the Industrial and Business Training Bureau, University of Texas, Austin, published its report on Adult Performance Levels in 1975. The report conceded that "as long as literacy is conceived to be nothing more than the ability to read and write one's name, or to score at some low grade level on a standardized text developed for children, the United States probably does not have a significant problem."

But, the Texas researchers concerned themselves with adults who lack the basic skills and fundamental knowledge to function competently in an adult world. By carefully measuring Adult Performance Levels (APLs) of a representative sample of the population, they found a widespread discrepancy between what is required of adults and what they achieve.

Nearly 20 percent of adults also have trouble with occupation knowledge, the basics of finding, getting, holding and advancing on a job.

The Texas researchers reported that by far the greatest cause of functional incompetence appears to be lack of schooling of the 54 million adult Americans who never finished high school. Eighty-five percent of those who never got beyond the fifth grade tested out as incompetent.

Family economics is another big factor in the test results. Those in families with incomes below $5,000 a year did poorest while those with family incomes of $15,000 or more were more apt to be competent.

A startling 56 percent of those in the sample with Spanish surnames tested out to be functionally incompetent. Forty-four percent of blacks showed functional incompetence compared wtih 16 percent of whites.

"It is surprising, perhaps even shocking, to suggest that approximately one of five Americans is incompetent or functions with difficulty and that about half of the adult population is merely functional and not at all proficient in necessary skills and knowledge," the report concluded.

To function competently today, the Federationist article observes adults must have a minimal ability to communicate by reading, writing, speaking and listening. They must know some arithmetic, be able to solve problems and handle personal relationships in the five basic areas of occupational knowledge, consumer economics, health, community resources and government and law.

The Texas researchers wrote tests for each of these areas that require the adult to use his or her skills of communication, computation, problem solving and interpersonal relations in lifelike situations.

The tests were given to a representative samples of the population developed by a public opinion sampling firm. The cross section taking the tests included doctors, managers, bank tellers, mechanics, construction workers and truckers. They included college graduates, high school dropouts, both sexes, ethnic minorities and families on both sides of the tracks.

Projected to the total population, the results showed that 39 million American adults are unable to perform basic computations and another 30 million can barely get by.

Nearly 35 million adults, almost one-third of the adult population, have trouble buying life insurance, using credit, shopping wisely and handling other consumer problems.

One-fourth of all American adults do not understand their rights and obligations under the American system of government and law. One in five, for example, didn't know what Equal Opportunity Employer means.

The Texas findings have been corroborated by a more recent National Assessment of Educational Progress carried out by the National Center for Education Statistics at Denver, Colo. It tested the basic skills of a 2,500-person sample, asking young adults aged 26-35 to fill out a mail order form, use a sales tax table, write a job application letter, calculate finance charges, read measuring instruments, use a dictionary and a telephone book, calculate area, and use a map.

The results showed that school dropouts, those from low-income families and blacks fared poorest in the testing.

CONGRATULATIONS ARE extended to John F. O'Malley by AFL-CIO President George Meany on his appointment as director of the federation's New England region. O'Malley succeeds Franklin J. Murphy, who retired June 30.

Labor Urges Abolition Of Wage-Price Council

The AFL-CIO renewed its call for the abolition of the Council on Wage & Price Stability, charging that it serves the "reactionary anti-union and pro-business elements who seek to load blame for inflation" on American workers.

Appearing before the Senate Banking Committee, Legislative Director Andrew J. Biemiller detailed the AFL-CIO's opposition to bills extending the life of the council and strengthening its authority. He was accompanied by Research Director Rudy Oswald.

The council gives the public a false sense of action to curb inflation, Biemiller said, asserting that it has perverted its original purpose as a neutral government agency and that there "has been no change in the irresponsible policies and statements" of the council since the Carter Administration took office.

In its various studies, Biemiller added, the council has ignored record corporate profits, sizable increases in executive salaries and bonuses and exorbitant interest rates as contributing to inflation.

Reviewing the council's action in statements on occupational safety and health standards, on imports and major collective bargaining agreements, the federation's testimony declared: "We cannot avoid the conclusion that the council is a willing tool for business in efforts to hold down wage increases."

If there is a need for continuing review of inflationary pressures, Biemiller said, the federation favors folding the functions of the council into the Council of Economic Advisers to coordinate and improve economic analysis. A merger of the councils, he said, "would build up in the Council of Economic Advisers a capacity for comprehensive economic planning" as proposed in the Humphrey-Hawkins Full Employment & Balanced Growth bill. Such comprehensive economic planning is long overdue and should logically take place within the CEA, he added.

President Carter has called for extending the life of the Council on Wage & Price Stability and strengthening some of its authority. A measure along these lines has been reported out by the House Banking Committee.

Senate Vote to Reject Curb on Safety Rules

The AFL-CIO has strongly criticized and urged President Carter to cancel an executive order initiated by the Ford Administration requiring an economic impact statement for all regulations and standards of the Occupational Safety & Health Administration. The Senate on June 28 defeated, 47-41, a labor-opposed amendment to an appropriations bill that would have required such statements as a matter of law.

FOR LABOR'S POSITION

Democrats 42

Abourezk (S.D.)	Haskell (Colo.)	Metzenbaum (Ohio)
Anderson (Minn.)	Hathaway (Me.)	Moynihan (N.Y.)
Bayh (Ind.)	Hollings (S.C.)	Muskie (Me.)
Biden (Del.)	Huddleston (Ky.)	Nelson (Wis.)
Bumpers (Ark.)	Humphrey (Minn.)	Pell (R.I.)
Burdick (N.D.)	Inouye (Hawaii)	Proxmire (Wis.)
Byrd, R. (W.Va.)	Jackson (Wash.)	Randolph (W.Va.)
Clark (Iowa)	Kennedy (Mass.)	Ribicoff (Conn.)
Cranston (Calif.)	Leahy (Vt.)	Riegle (Mich.)
Culver (Iowa)	Magnuson (Wash.)	Sarbanes (Md.)
Durkin (N.H.)	Matsunaga (Hawaii)	Sasser (Tenn.)
Eagleton (Mo.)	McIntyre (N.H.)	Stevenson (Ill.)
Glenn (Ohio)	Melcher (Mont.)	Stone (Fla.)
Hart (Colo.)	Metcalf (Mont.)	Williams (N.J.)

Republicans 5

Brooke (Mass.)	Javits (N.Y.)	Schweiker (Pa.)
Case (N.J.)	Mathias (Md.)	

AGAINST LABOR'S POSITION

Democrats 14

Allen (Ala.)	Church (Ida.)	Sparkman (Ala.)
Bentsen (Tex.)	DeConcini (Ariz.)	Stennis (Miss.)
Byrd, H. (Va.)	Eastland (Miss.)	Talmadge (Ga.)
Cannon (Nev.)	Morgan (N.C.)	Zorinsky (Neb.)
Chiles (Fla.)	Nunn (Ga.)	

Republicans 27

Bellmon (Okla.)	Hatch (Utah)	Pearson (Kan.)
Chafee (R.I.)	Hatfield (Ore.)	Roth (Del.)
Curtis (Neb.)	Hayakawa (Calif.)	Schmitt (N.M.)
Danforth (Mo.)	Heinz (Pa.)	Scott (Va.)
Dole (Kan.)	Helms (N.C.)	Stafford (Vt.)
Domenici (N.M.)	Laxalt (Nev.)	Stevens (Alaska)
Garn (Utah)	Lugar (Ind.)	Tower (Tex.)
Goldwater (Ariz.)	McClure (Ida.)	Wallop (Wyo.)
Hansen (Wyo.)	Packwood (Ore.)	Young (N.D.)

Absent: Baker (R-Tenn.), Bartlett (R-Okla.), Ford (D-Ky.), Gravel (D-Alaska), Griffin (R-Mich.), Johnston (D-La.), Long (D-La.), McClellan (D-Ark.), McGovern (D-S.D.), Percy (R-Ill.), Thurmond (R-S.C.), Weicker (R-Conn.).

Donahue Elected Carnegie Trustee

New York—Thomas R. Donahue, executive assistant to AFL-CIO President George Meany, has been elected to the board of trustees of the Carnegie Corporation, a grant-making educational foundation.

Donahue was elected to a term that expires in December 1980. He fills a vacancy created by the resignation of Howard D. Samuel, a former vice president of the Clothing & Textile Workers who now is a deputy undersecretary of labor.

NAACP Backs Drive For Key Labor Goals

St. Louis—The National Association for the Advancement of Colored People called for congressional action on a number of labor-supported legislative goals, including labor law reform, a fair minimum wage and full employment.

Delegates to the NAACP's annual convention here stressed in a resolution that "anything less than a decent wage is unacceptable" and that an indexing formula keyed to a percentage of the average wage in manufacturing will assure automatic increases for the lowest paid workers in the future as the rest of the economy rises.

A fair minimum wage is essential for those below the poverty line who must now depend on welfare, food stamps and charity to keep their families together, the convention noted.

Turning to labor law reform, delegates observed that there remains strong resistance to the organization of unions, which have been beneficial to workers in both the private and public sector.

The convention resolution called on the NAACP to "support and seek legislation that will encourage workers to organize in all areas of civilian employment."

Delegates reaffirmed the organization's effort to press for passage of the Humphrey-Hawkins bill to meet the goal of full and equal employment opportunity.

"Even if existing anti-discrimination laws were strictly enforced," the convention said, "equal opportunity for blacks would not be attainable because of the lack of employment opportunities."

The convention also called for a continuation of federal supplemental unemployment benefits and full funding of employment programs to increase job creation.

Other key resolutions urged:

- An all-out campaign for congressional passage of legislation that would require employers to provide disability benefits for workers on pregnancy leave.
- Strengthening immigration laws to provide stiff penalties for employers who hire illegal aliens.
- Support of labor's boycott of J. P. Stevens & Co. products.

Ask Political Rights:

Unions Press Senate To Amend Hatch Act

The AFL-CIO and a panel of affiliated unions representing government and postal workers urged Senate approval of a Hatch Act reform bill "that should have become law during the last Congress."

It was blocked then by President Ford's veto, AFL-CIO Legislative Director Andrew J. Biemiller noted. But this year, he stressed, "President Carter has given the legislation his firm and strong support."

The Hatch Act was passed in 1939 in an attempt to insulate federal employees from politics. The labor-supported bill would retain and strengthen safeguards against supervisors putting political pressure on government workers. But it would leave employees free to take part voluntarily in the nation's political life.

Biemiller's statement, presented by Legislative Rep. Kenneth Meiklejohn at hearings held by the Senate Governmental Affairs Committee, said Hatch Act reform has "a high priority" in the AFL-CIO's program.

The right of voluntary political participation, the AFL-CIO urged, is as important to federal employees as to other citizens.

Continuation of Hatch Act restrictions, the AFL-CIO asserted, would treat federal employees "for practical purposes as second-class citizens."

The reform bill was termed "a sound, well-balanced piece of legislation" that should be swiftly passed.

The AFL-CIO Public Employee Dept. and a panel of union leaders urged the committee to bring the reform bill to the Senate floor as soon as possible. A companion measure passed the House in June, 244-164.

John A. McCart, the department's executive director, told the panel it would be "wholly inadequate" to limit political activity of federal workers to state and local elections, as proposed in one bill before the committee.

"Federal and postal employees are not only residents of their localities and their states but citizens of the United States," he emphasized. McCart noted that the House decisively rejected such a limitation.

In other testimony:

- President Kenneth T. Blaylock of the American Federation of Government Employees said his union, which bargains for some 700,000 federal workers, would be "the first to fight" any bill that would inject political patronage or political coercion into the federal merit system.

But the labor-endorsed bill "does none of these things," he stressed. It merely affirms the right of employees to voluntary political activity "when off the job and without any connection with their jobs."

Blaylock and other union witnesses urged, however, that the list of positions still subject to restrictions on political activities be more limited than the House bill provided. It should not cover rank-and-file inspectors without supervisory or policy-determining authority, they said.

- President Emmet Andrews of the Postal Workers told the panel that the emergence of collective bargaining in the public service has given workers an effective grievance procedure as an added protection against political reprisals or harassment.

Postal workers and their unions, he said, have "no fear" of voluntary participation in political action.

Andrews noted that a number of western countries which once banned political activity by rank-and-file employees have lifted such restrictions, realizing that "it is no longer necessary to emasculate government employees politically in order to protect the civil service or the general public."

- Legislative Director Jerome R. Waldie of the Letter Carriers said only "an overwhelming threat to society" could justify such curtailment of free speech as the Hatch Act imposes.

Clearly, he stressed, there is no such threat "from political action by federal and postal employees."

On the contrary, Waldie contended, the danger is on the other side. "If the government can define those Americans that it will permit to participate in the political process, the government can control the outcome of the political process."

- Laborers Federal Employees Director James LaPenta said reform of the Hatch Act would enhance democracy by bringing into political participation a "large block of citizens" now barred.

He noted that many states currently have similar laws, some even more restrictive.

The federal example, he said, could lead to similar reforms affecting millions of workers in other jurisdictions.

UNIONS REPRESENTING federal and postal workers barred from active political participation joined in urging the Senate Governmental Affairs Committee to amend the Hatch Act. At the witness table, from left: Jerome Waldie, legislative director of the Letter Carriers; President Kenneth Blaylock of the American Federation of Government Employees; President Emmet Andrews of the Postal Workers; James LaPenta, federal public service director of the Laborers, and John McCart, executive director of the AFL-CIO Public Employee Dept.

Labor Press Backs Bill to Improve Postal Subsidy, Rate-Setting Process

The International Labor Press Association has given strong support to legislation sponsored by Rep. James M. Hanley (D-N.Y.) that would increase the public service subsidy for the mails and establish a more precise system of postage rate-setting subject to congressional review.

ILPA Sec.-Treas. Allen Y. Zack said in a statement to the House Subcommittee on Postal Operations & Services that the Hanley bill—H.R. 7700—"constitutes a comprehensive, workable program for dealing with postal problems."

He urged, however, that the 15 percent public service subsidy authorized in the bill be increased to 20 percent, which would be more in line with the pre-1970 federal contribution to postal services.

The Hanley bill specifies that the subsidy be used, among other things, to continue six-day deliveries, maintain operation of rural post offices and finance a modern research and development program.

Zack proposed that the subsidy also be applied to "maintaining the historic and beneficial rate structure for publications of qualified non-profit organizations," which before the Postal Reorganization Act of 1970 had been about half the rate for commercial publications.

He expressed strong support for the Carter Administration's proposal for a "citizen rate"—a lower first-class mail rate for individuals than that paid by commercial users of the mails.

The heart of the bill from the ILPA's standpoint, Zack said, is the section setting up a more precise method of setting rates and thus "bringing order into the ratemaking structure." Rates would be based on short-term variable costs, and no more than 60 percent of the attributable costs of handling second-class publications could be considered in setting rates for those publications. The Postal Service would be allowed no more than 2 percent for contingencies or to recover losses for past years.

This section, Zack said, would enable journals and other non-profit publications "to better plan for coping with rate increases."

Other provisions of the bill given specific endorsement by the ILPA include:

- Congressional review of the Postal Rate Commission's decisions in rate, fee and classification cases, which would be subjected to a veto by both houses of Congress within 60 days.
- Establishment of a separate budget for the Postal Rate Commission, removing its funds from any control by the Postal Service.
- Abolition of the Postal Service Board of Governors and appointment of the Postmaster General and his deputy by the President subject to Senate confirmation.
- A public hearing in any community where the Postal Service is considering closing a post office.
- Congressional review of any capital spending program of the Postal Service that exceeds $200 million.
- Preservation of collective bargaining in the Postal Service.

Major Reforms Sought In 'Fed' Banking System

Reform legislation to make the Federal Reserve System more accountable to Congress and the public was called for by the AFL-CIO in testimony before the House Banking Committee.

Voicing support for a bill making limited changes in the Federal Reserve System, Legislative Director Andrew J. Biemiller called for additional changes and amendments to make it more responsive to national needs.

Biemiller, accompanied by Research Director Rudy Oswald, pointed out that FRS "policies and decision-making have fateful consequences for the economy at large and the lives of every citizen." As regulator of the money supply "it can produce recessions almost overnight by choking off funds to vulnerable segments of the economy such as housing, small business and state and local governments."

By inducing rises in interest rates it can raise the cost of doing business and "generate price increases in everything we buy."

The system, Biemiller asserted, "now represents the interests of the banking community and its large corporate customers" and has become "virtually immune to the requirements of national policy and broader public welfare."

He supported sections in the bill before the committee directing the Federal Reserve Board to operate within a broad framework of national economic policy and urged an amendment to stress the need to support purchasing power.

A section providing for quarterly reporting and additional information on goals and assumptions underlying monetary policies also won support, as did a provision of the bill to expand the economic interest groups, including labor, serving on the board of directors of regional banks.

Biemiller urged that this provision be extended to apply to the Board of Governors, the Open Market Committee and the Federal Advisory Council.

The testimony also supported Senate confirmation of the board chairman and urged additional provisions to shorten terms of board members to seven years and to make the term of the chairman coincide with that of the President.

Biemiller submitted a detailed AFL-CIO Executive Council statement calling for basic changes in the structure of the FRS and urged the committee to strengthen the bill before it along those lines.

Coors Distrust of Workers Blamed for Long Dispute

Denver—The Rocky Mountain News said that the Adolph Coors Co. must abandon its backward labor relations policies as a prelude to settling the long dispute with its 1,500 striking workers.

Members of Directly Affiliated Local Union 366 have been on strike against the Golden, Colo., brewery since Apr. 5 over work rules, seniority rights, shift differentials and the insistance of management that production workers take lie-detector tests on demand.

The crux of the dispute is the polygraph, the newspaper said in a lead editorial.

"We believe it is time to end the poisonous labor relations that has spread distrust and bitterness for so many years at the Adolph Coors Co.," the editorial stressed.

"A lie detector carries only one message to an employee: It says the company does not trust an employee's word. It is a personal insult.

"For the good of all concerned, it is time to stop this nonsense about lie detectors; time to settle the other leftover issues and hope that somehow things can be patched together again.

"The first move is up to Coors. It is strange to see a company like that—with so much going for it—ignore common sense."

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Workers Document Case For Labor Law Reforms

AT HOUSE HEARINGS on labor law reform, a panel of union witnesses is introduced by Alan Kistler, left, director of the AFL-CIO Dept. of Organization & Field Services. This group included representatives of the Carpenters, Rubber Workers and RWDSU hospital division, along with workers who gave first-hand accounts of tactics used to deny their rights. Other unions will also testify.

Injustices Recounted At Hearing

By David L. Perlman

A panel of workers and union organizers gave first-hand evidence to back up charges by Labor Sec. Ray Marshall that collective bargaining rights are being frustrated by delays and feeble remedies for deliberate violations of federal labor law.

Marshall, the opening witness at House hearings on labor law reform, said the Carter Administration's goal is to make the National Labor Relations Act more effective.

The right to union representation and collective bargaining is "worth very little if it requires years of waiting and thousands of dollars in legal fees before it can be enforced," he said. And "woefully inadequate remedies" for illegal firings of union supporters "have a chilling effect on the entire workplace."

Paul Grammont, a tirebuilder from Oklahoma City, knew what Marshall was talking about. So did Pauline Frazier, a machine operator from Fort Worth, and the Rev. Harry Bouie, who has witnessed a six-year struggle for a union contract by 500 workers in the Mississippi Delta region.

With them at the witness table were the organizing directors of the Carpenters, the Rubber Workers and Local 1199, the hospital union affiliated with the Retail, Wholesale & Dept. Store Union.

Presiding at the hearings was Subcommittee Chairman Frank Thompson, Jr. (D-N.J.), chief House sponsor of the labor law reform bill.

(Continued on Page 3)

Food Stamp Plan Voted For Needy

The House approved changes in the food stamp program that will allow more needy persons to participate but will cut back assistance to households above the poverty line.

It decisively rejected several punitive amendments, including an attempt to disqualify needy strikers and their families.

Both the House legislation and a similar bill that has already passed the Senate would eliminate the purchase requirement.

Eligible households now have to buy food stamps for a portion of their month's allocation with a lump-sum cash payment before obtaining free "bonus" stamps. The cash outlay varies with income, but many families can't raise the money needed.

The new procedure, supported by the Administration and the AFL-CIO, would give the equivalent of bonus stamps to those who qualify without charge. Those with the least income would get the most free stamps.

An attempt to delete this key reform from the legislation was beaten, 317-102.

The amendment to refuse food stamps to anyone on strike was offered by Rep. Richard Kelly (R-Fla.), who argued that allowing needy strikers to obtain stamps would put the federal government on the side of unions in labor-management disputes.

House Majority Leader Jim Wright (Tex.) retorted that disqualifying strikers who meet the program's test of need would put the government on management's side.

The House Agriculture Committee had earlier rejected an anti-striker proposal, noting that struck companies aren't barred from receiving government contracts and can write off most strike losses through tax benefits.

The anti-striker amendment was defeated, 249-170.

Also defeated, 255-159, was a labor-opposed "workfare" amendment intended to make food stamp recipients pay for their benefits through public service employment credits at the minimum wage rate. The bill authorizes an experimental program of this nature. The rejected amendment would have let it be imposed everywhere.

The House did, however, put a dollar ceiling on the total authorization for the program. The AFL-CIO opposed the ceiling concept because a surge in unemployment could then force either a reduction in benefits or denial of help to many of the needy.

The legislation now goes to a House-Senate conference.

Strip Mining Controls Win Final Okay

A strip mining control bill similar to legislation twice vetoed by President Ford won final congressional approval and will be signed into law by Prseident Carter.

The AFL-CIO Executive Council had put the measure on an "unfinished business" congressional priority list, and it was one of six target bills of the federation's legislative task force.

It requires operators of open-surface coal mines to restore the land they have torn open to environmentally acceptable standards, and prohibits mining where restoration would not be possible.

A tax on each ton of coal mined would finance reclamation of land previously torn up by strip mining and abandoned.

The 93rd Congress passed a strip

(Continued on Page 8)

Meany Presses House:

Boost in Wage Floor Called Vital for Poor

Passage of the minimum wage bill without employer-sponsored amendments is "fundamental to achieving justice for America's working poor," AFL-CIO George Meany said.

Meany and other leaders of a broad-based Coalition for a Fair Minimum Wage urged Congress to reject a subminimum youth wage. It wouldn't create any new jobs, Meany said. But it would displace older workers by "a pool of cheap labor for employers to exploit."

Start of the minimum wage debate was delayed by the House's eight-day debate on an agriculture bill — which included food stamp legislation as one of 15 sections. As the AFL-CIO News went to press, House leaders were still hoping to take up the minimum wage bill before a weeklong consideration of energy legislation.

Majority and minority reports from the House Education & Labor Committee set the stage for the floor debate.

The committee, by a 29-7 vote, had brought out a bill to raise the wage floor to $2.65 next January, and then to link it permanently to the average factory wage. The "index" would be 53 percent, adjusted each year.

To the committee majority, this would mean "an upswing in economic growth for the country as a whole" as well as a needed assist for America's lowest-paid workeers.

The committee report quoted President Franklin D. Roosevelt's 1937 message to Congreess calling for wage-hour legislation, declaring that there is "no justification . . . for chiseling workers' wages" or for "the exploitation of unorganized labor."

It quoted also the findings of Republican and Democratic Secretaries of Labor alike that past increases in the minimum wage have not been inflationary and have been followed by more jobs, not fewer.

And the "indexing" to the factory wage level, the report noted, was originally suggested by the leading Republican of a generation ago, Sen. Robert Taft. Only he wanted the index even higher—at a 60 percent level.

Republican members countered with a minority report calling for what they termed "a youth opportunity differential," which would

(Continued on Page 8)

CWA Maps National Phone Strike, Calls Bell System Offer Inadequate

The Communications Workers announced the union will call a nationwide strike of the Bell Telephone System's more than 500,000 employees beginning Aug. 7 unless a new national contract has been reached.

CWA President Glenn E. Watts said that "if we haven't gotten a national agreement by 12:01 a.m. on Aug. 7, we're going on strike." The decision to strike the giant American Telephone & Telegraph Co. was made by CWA's executive board.

The board had been summoned to Washington to review the status of negotiations with the Bell System at both the national and local levels. CWA members earlier had voted by a 6 to 1 margin to authorize a strike if an agreement is not reached by Aug. 6 the contract expiration date.

Prior to the board's action, taken during a late night session on July 26. Watts had stressed that the union preferred a settlement to a strike, but was prepared to walk out if that action became necessary.

Bell's initial offer on July 21 "clearly spelled trouble because of its timing and its completely inadequate provisions," Watts declared. CWA's unanimous and immediate rejection of the proposal was "the loudest possible signal we could give that the Bell System with all its technical know-how has completely misunderstood the neeeds of its employees," Watts said.

In the event of a strike, workers would leave their jobs at 12:01 a.m., Aug. 7, in each of the country's time zones. Besides the na-

(Continued on Page 2)

Youth Jobs Bill Sent to President

Congress gave final approval to a $1.5 billion youth employment program initiated by President Carter and strongly supported by the AFL-CIO.

Its ingredients include conservation corps work in the nation's parks and forests, a community improvement program, a test program of subsidized private jobs after school and during the summer, and locally developed "innovative youth service programs" geared to low-income families.

The legislation is designed to help 500,000 young people over the next 15 months and provide the full-time equivalent of 200,000 work and training opportunities.

Talks Resume In Two-Month ABC Walkout

Negotiators for the Broadcast Employees & Technicians met with representatives of the American Broadcasting Co. and government mediators July 28 in another attempt to break their deadlock over new contract issues.

Some 1,700 NABET members have been on strike against the network since May 17 in a dispute centering largely on work rules. ABC has steadfastly refused to negotiate other issues pending resolution of the rules.

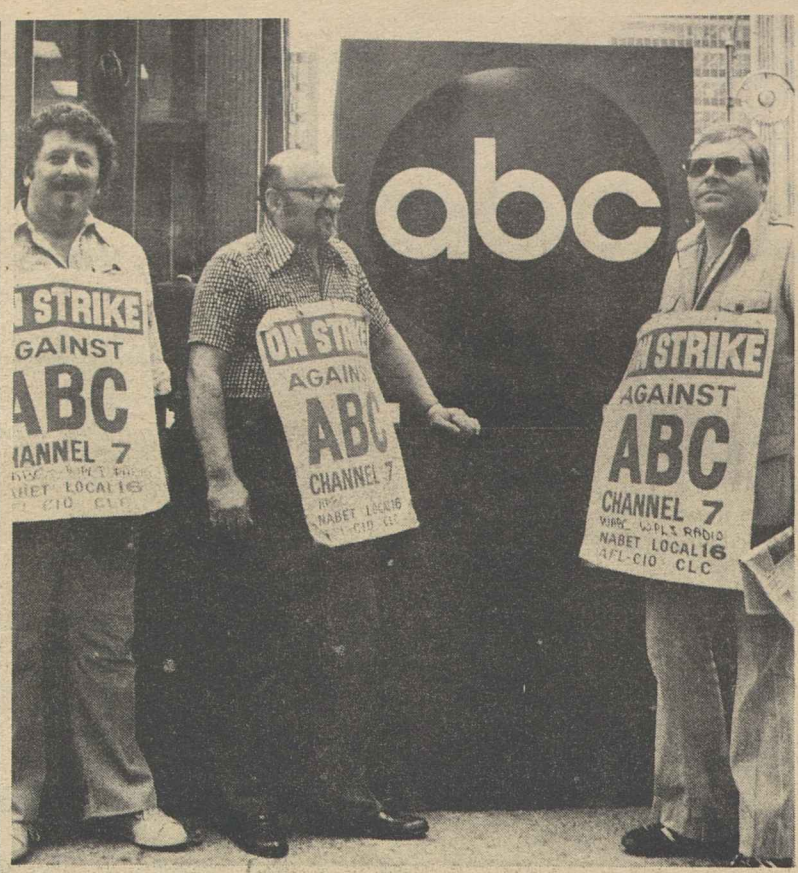
The Washington meeting, called by the Federal Mediation & Conciliation Service, was the latest in a series of mediation conferences. The contract talks opened in mid-March.

NABET members were heartened July 24 when Israeli Prime Minister Menahem Begin refused to cross the union's picket line in New York where he was slated to tape a segment for ABC's Good Morning, America show.

Picket lines also have been posted outside ABC facilities in Los Angeles, San Francisco, Detroit and Chicago. Of the 1,700 striking employees, 1,300 are engineering personnel. The others are assorted craftsmen, including building maintenance workers, costumers, film editors, producers, studio floor workers, and news writers.

NABET President Edward M. Lynch said that strike issues include management's demand to downgrade engineering work rules. He said ABC wants the right to deny technicians their meal period, to hire cameramen on a daily basis, and to suspend workers for any reason.

"The company refuses to discuss any other issues until those are resolved," Lynch said.



TATTERED PICKET SIGNS show the wear and tear of a two-month strike of the Broadcast Employees & Technicians against the American Broadcasting Co. as NABET Local 16 members maintain a vigil outside ABC offices in New York.

CWA Board Slates Bell System Strike

(Continued from Page 1)

tional negotiations under way in Washington, CWA negotiators are bargaining on local critical items with some 30 AT&T Bell System, and Western Electric divisions or companies.

In anticipation of a possible strike distribution of 95,000 picket signs began July 27. "This is simply a necessary step, as we gear up for either eventuality, settlement or strike," Watts said.

The union's executive board also approved an informational effort aimed at key leadership in both the Executive and Legislative Branches of government to win support for CWA members. Efforts will get under way immediately in Washington and will continue throughout the nation, if necessary, during the congressional recess that beings on Aug. 6, Watts said.

Watts noted that the company made its first offer only after the union's strike vote was under way, even though—at CWA's insistence—bargaining opened early, on May 19.

Watts said the company's first offer fell short on both money and job security. The company proposed an increase in basic wage rates of up to 5 percent immediately and up to 2.5 percent in each of the last two years of a projected three-year contract.

"There is no way we can reach agreement before Aug. 6 if this offer is all there is," Watts said. "And if AT&T thinks that by just beefing it up a bit here and there agreement could be reached, we cannot possibly get together."

Besides falling short of the union's wage and job security goals, the company's initial offer "does not address itself to the real needs in such vital areas as pensions, health benefits and union-management relations," Watts said. He said the union will make every effort to convince Bell of the seriousness of the situation, adding:

"We have not broken off negotiations. In fact, we will intensify our efforts to move the company ahead. But time is short."

One of the union's major goals in this year's bargaining is a reduction in hours with no loss in pay and more days off to spread the available work, thus keeping more workers employed. Union negotiators also are seeking to upgrade jobs traditionally held by women, fringe improvements tied to a cost-of-living factor, better accident and disability insurance, and a realignment of job titles.

Watts called the CWA proposals "reasonable." A study on telephone worker productivity commissioned by the union showed that the industry can well afford to meet CWA's contract proposals, because worker output far exceeds that in other segments of the economy.

Marshall Cites Impact Of Joblessness on Poor

Los Angeles—Unemployment is the "most serious domestic problem," and coupled with the "fear of inflation" America's poor and elderly are suffering most, Labor Sec. Ray Marshall declared at a meeting with labor leaders during the national convention of Operation Push (People United to Save Humanity).

Stressing the need for jobs—"our No. 1 priority"—Marshall said that public service and training programs will continue to top "a list of ways to bring down the unemployment rate if we are first unable to stimulate the private sector into generating more employment."

He said that by early next year there will be some 725,000 public service jobs in a "steady buildup of employment."

"And in several years there will be 1.5 million public service jobs," he added.

Marshall pointed out that two particular myths concerning the high jobless rate should be dismissed. One, he said, is the myth that there are no jobs and the other that "people just don't want to work."

"Throughout the nation we have been swamped with applicants—both in the public and private sectors—when openings have been advertised."

He noted that a "lot of people are not satisfied with some of the things we are doing or the speed with which we are moving."

"I'm not satisfied, either," he said.

"There are numerous areas in which we can be effective immediately in delivering jobs—about 200,000 alone in working with the elderly; visiting them, helping them to get around and any number of other tasks we may think of as trivial. And in child care we could generate another 150,000 jobs."

He said that unemployment is the nation's most serious domestic problem because "we lose too much in the way of goods and services, but more importantly we lose the most perishable thing we have—the work of a human being. If you didn't work yesterday, you lose it.

As for the poor suffering most, he said, "what happens is that people who are no longer able to eat beefsteak, start eating hamburger; from there they go to beans and then to dogfood, and then you see the price of beans and dogfood going up."

Czarnecki Joins Education Staff

Edgar R. Czarnecki, director of labor and management studies programs at the University of Iowa since 1966, has been appointed assistant director of the AFL-CIO Dept. of Education.

Czarnecki, 44, had been assistant director of research and education for the International Brotherhood of Electrical Workers from 1959 to 1966. He holds a bachelor's degree from Marquette University and a doctorate in economics from Georgetown University.

During his tenure at the University of Iowa as an associate professor and program director of the Center for Labor & Management, Czarnecki served for four years as a city councilman for Iowa City and mayor from 1974 to 1976.

For Equity Members:

Theater Accord Sets Substantial Pay Gain

New York—Actors' Equity reached agreement with the League of New York Theaters & Producers on a new three-year contract covering some 2,000 professional actors on Broadway and in touring companies.

Equity Executive Sec. Donald Grody said that the settlement, subject to membership ratification, provides a substantial wage increase plus other major improvements retroactive to June 26 when the old contract expired. The union's governing council unanimously recommended its adoption.

Negotiations were conducted over a two and one-half week period, frequently on a round-the-clock basis. Agreement was reached July 14 at 1:30 a.m. during the city's massive power blackout that forced negotiators to do business by flashlight.

Under the agreement, an actor's minimum weekly salary will be raised $115 over a three-year period. The weekly minimum under the old contract was $285. In the first year of the new pact, this will rise to $355.

Besides the higher minimum, actors performing away from a production's point of organization will receive $192.50 a week for expenses. While minimum salary stays the same in the second year of the contract, out-of-town expenses will be increased to $227.50.

In the third year, the salary minimum will be $400 with out-of-town expenses rising to $245. Salaries of stage managers also will rise significantly, from $500 a week under the old contract to $600 in the first year of the new pact and $655 in the final year.

Grody said that a major goal of the union's negotiating committee was to increase actors' salaries to a level where they are comparable to those of other theater professionals and craftsmen.

"In some measure, we have achieved this result," he said, "but we need continually to be vigilant in order to assure that the actor is rewarded commensurately with his contribution to the theater."

Other highlights of the new agreement include an increase from 6 to 8 percent in the employer's pension plan contribution, display of the union emblem in all theaters covered under the agreement, a reduction in the maximum period for out-of-town tryouts from 15 to 12 weeks, limits on the number of performances members may be required to give, and revision of the Alien Rules, with acknowledgement by the league that a balance should be maintained between the number of British actors who play in the United States and the number of American performers who play in the United Kingdom.

Membership ratification meetings were scheduled in New York on July 29, in Chicago Aug. 2, in San Francisco Aug. 4, and in Los Angeles, Aug. 5.

Labor Editors' Debs Award Cites Garvey

Bloomington, Ind.—William Garvey, former editor of the midwest edition of Steel Labor, is the 1977 recipient of the Midwest Labor Press Association's Eugene V. Debs award.

Garvey, who retired from the Steelworkers publications staff in 1973, received the award at the association's annual conference here.

The three-day conference drew 100 editors of labor publications from 11 midwestern states and Canada, who also participated in workshop sessions in writing, layout design and photography.

Association members elected Allen R. Williams of Machinists District Lodge 837, St. Louis, to a two-year term as president. Rochelle D. Hart of the Chicago Teachers was elected executive secretary to succeed Williams, and Glenda Middlebrooks of the Kentucky AFL-CIO was elected executive vice president. George Thorp of the State, County & Municipal Employees was re-elected secretary-treasurer.

Major conference speakers included Dr. Charles Mayo, a surgeon with the Group Health Plan of Minnesota, and Albert K. Herling, president of the International Labor Press Association.

Mayo stressed the need of congressional passage of the Kennedy-Corman National Health Security bill, and Herling explored the role of labor editors in meeting the information needs of union members.

Recording Artists Seek Royalty on Broadcasts

The Television & Radio Artists have called for legislation requiring radio stations and others who appropriate the talent of recording artists for profit to pay a royalty to the artists.

Appearing in Washington before a panel of the federal Copyright Office headed by Register of Copyrights Barbara Ringer, AFTRA Executive Sec. Sanford I. Wolff noted that recorded music now fills 75 percent of all commercial radio air time, yet broadcasters pay nothing to the artists on record products they exploit.

"The only reason radio stations play music is to get people to listen to the commercials," he said.

Speaking both for AFTRA and for the Screen Actors Guild, Wolff attacked previous testimony by broadcasters that artists benefit from radio playing of their recordings. Most of the records played are no longer on sale, he noted, and the names of the artists, with few exceptions, are seldom announced.

Wolff scored the argument put forth by broadcasters, who oppose a performance royalty, that it "would just feed the 'fat cats.' They are talking about people in the highest economic brackets. That's not what we're talking about. We're talking about the sidemen, the background singers, the people who sang with Miller's choral groups."

He said AFTRA and SAG have reached agreement with the recording companies and the Musicians on the distribution of the royalty that would be paid if Congress adopts the proposal. The agreement provides that 50 percent would go to the recording companies and 50 percent shared by the performers.

Injustices Described:

Workers Document Case For Labor Law Reforms

(Continued from Page 1)

The union panel, the first of several scheduled to testify, was introduced by Alan Kistler, director of the AFL-CIO Dept. of Organization & Field Services.

He told the subcommittee members that the case histories they were hearing "are not isolated, statistically insignificant situations."

In union organizing, he said, employer violations of the law "have become almost the rule."

Kistler stressed, as had Marshall, that the proposed changes don't give any new rights to either unions or management, but rather are intended to more effectively protect rights already granted to workers under existing law.

James A. Parker, organizing director of the Carpenters, told the subcommittee that the union-busting J. P. Stevens textile chain "has its counterpart in the construction industry, in the lumber and sawmill industry and in the home supply industry."

Two witnesses involved in his union's organizing efforts bore him out:

- Rev. Bouie, the black Episcopal priest based in McComb, Miss., has been the unofficial chaplain to employees of the Croft Metals Co. who voted for a union and tried for six years to negotiate a first contract before striking in desperation last January.

For six months, he said, "they have marched in the cold of night and the intense heat of day . . . with such courage and dedication that the most hardened cynic would have to marvel."

But six years after voting for union representation, "they are still without a contract . . . still without job security . . . still lacking a decent rate of pay."

During this time, the company "has ignored the law with total impunity," he said. "If the law is this weak, this ineffectual, permits this kind of abuse, then the law needs to be changed—to be strengthened."

- Mrs. Frazier, one of the people who started the union at the Craftool Mfg. Co. in Fort Worth, Tex., told the subcommittee of the type of treatment that led the workers to organize.

She had been praised as a fast and efficient worker and received several raises until she rebuffed a "crude and offensive" proposition from the assistant plant manager. After that she was "passed over for raises."

Despite illegal threats and interrogations, which eventually led to an NLRB order that the company post a notice promising to cease such threats, workers voted for representation by the Carpenters.

But the employer "insisted on meetings about one month apart," later instigated decertification petitions which the NLRB threw out "because they were gotten up by the employer and were false and produced by threats."

Mrs. Frazier told of one of her co-workers who "wanted a union real bad but was afraid for her job. She signed (the decertification petition) and then cried and cried," finally having a mental breakdown.

She told of two other women who had been on the union bargaining committee who accepted promotion to supervisory positions because they were the "sole support for their families." Moved out of the bargaining unit, Mrs. Frazier testified, "they were both fired this month."

Meanwhile, "the NLRB found the employer's refusal to meet with us is against the law, but the employer ignored the NLRB order and the case is now in court."

She concluded: "We've been cheated, and the NLRB has yet to get one of its many orders enforced. We are out on a limb, and the employer is sawing it off."

An organizer for the Rubber Workers, Don Weber, told of a seven-year struggle for union recognition at an Oklahoma City plant of the Dayton Tire & Rubber Co.

Five elections were held, all narrowly lost by the union after campaigns marked by repeated unfair labor practices.

Paul Grammont was on hand to talk about them.

Grammont had the top production record as a tirebuilder and moved to the highest pay rate in record time.

But he was the first person at the plant to wear a union T-shirt and he distributed union handbills.

"I thought the law would protect me," he told the committee.

When management denied Grammont a day shift assignment after he became a union advocate, it took two and one-half years before an NLRB unfair labor practice complaint moved through the labor board procedure and enforcement by a Court of Appeals.

The back pay cost to the company was only $150 and when it complied with the order to put him in the job with seniority to the date of the discrimination, management referred to him at "captive audience" meetings of workers as the employee who liked "special favors" and asked how many people thought he should get "super-seniority."

An on-the-job injury required months of litigation to obtain disability benefits; the company refused to reinstate him and an NLRB order for reinstatement and back pay has been appealed by the company and is pending in court.

Meanwhile, Grammont told the subcommittee, he has not been reemployed and three and one-half years after his illegal discharge has not received "one penny of back pay."

The organizing director of the Local 1199 hospital and nursing home union, Robert L. Muehlenkamp, told the subcommittee how the extension of collective bargaining rights to all health care workers in the last major amendment of the National Labor Relations Act has been partly nullified by employer tactics.

In too many cases, he said, "the promise and dream for these workers has turned into a complete nightmare."

Muehlenkamp said his union's policy is to petition for an election only when it has signed up at least 65 percent of the workers in the bargaining unit.

It has won, he testified, 90 percent of all elections that were held within four months of the petition.

And it has lost 75 percent of all those in which employers have succeeded in delaying the vote longer than four months.

Rank-and-file workers aren't the only victims of management retaliation against union supporters, Muehlenkamp said. He cited cases where employers "fire supervisors who don't go along with union-busting tactics."

There weren't many questions when the union panel finished its testimony. But there were comments from the subcommittee members that reflected the impact the witnesses made.

Thus Rep. George Miller (D-Calif.) spoke of the "sense of outrage" he felt at the abuses of the law and expressed a fervent hope that he would never become so jaded as a member of Congress as not to feel that way. And Rep. Dale E. Kildee (D-Mich.) said these were the same type of employer tactics "used against my father and his co-workers in the 1930s."

It was the fate of the board chairman of the National Association of Manufacturers, R. Heath Larry, to come to the witness table next.

He complained that the Thompson bill would "seriously impair the right of employers to resist union organization" and would "foist unions on employees."

The third day of hearings included testimony by Auto Workers President Douglas Fraser and by two civil rights activists—Clarence Mitchell, Washington director of the NAACP, and Norman Hill, executive director of the A. Philip Randolph Institute.

Fraser said the National Labor Relations Act has become "a toothless tiger" that has not been able to fulfill its promise that workers have the right to choose union representation and collective bargaining.

Mitchell said black workers, who most need unions, are among the chief victims of "injustices" of the present labor law. **(Excerpts from his testimony on Page 4.)**

Hill said the wages of black workers are comparable with those of white workers in similar jobs only where blacks are organized. They suffer the most, he testified, from "the ability of employers to defy the law with impunity."

REMEDIES FOR UNFAIR labor practices under present law are "woefully inadequate," Labor Sec. Ray Marshall testifies at House hearings on labor law reform. With him at the witness table is Assistant Sec. Francis X. Burkhardt.

Steelworkers Due 12-Cent COL Hike

Pittsburgh — A cost-of-living increase of 12 cents an hour will be added to the wages of about 400,000 Steelworkers Aug. 1, the USWA announced.

The quarterly COL adjustments in the basic steel industry are keyed to a 1-cent an hour increase for each three-tenths of a point rise in the government's consumer price index.

A similar 12-cent adjustment will go to about 30,000 USWA members in the container industry Aug. 15, the union reported.

2 More Copper Firms Agree to Pattern Pacts

Phoenix, Ariz.—Two more settlements signaled an end to the four-week strike of some 35,000 workers in the nation's copper mines, smelters, and refineries.

A coalition of 23 unions bargaining through the National Nonferrous Industry Conference reached new agreements with Cities Service, covering 500 workers in Miami, Ariz., and with Arco-Anaconda, involving about 4,000 workers in Montana and Nevada.

The union coalition settled on July 1 with Kennecott Copper Corp., although local issues kept the company's 10,000 workers off their jobs until this past week, and with Magma Copper Co., employing 5,000 workers.

Still on strike, however, are some 3,500 Phelps-Dodge workers in Arizona and El Paso, Tex., a similar number of ASARCO employees in four Western states, 1,500 employees of Inspiration Consolidated Copper Co. in Miami, Ariz., and a like number of U.S. Metals-Amex workers in Carteret, N.J. Negotiations were proceeding with all but ASARCO.

Talks also were continuing with representatives of Anamax, which employs 550 workers just south of Tucson, Ariz., and whose union contract expires on July 30.

The new settlements generally follow the pattern set in the agreement with Kennecott. The contracts provide wage increases totaling 85 cents an hour over three years, an uncapped cost-of-living escalator and full employer payment of health benefits.

The Steelworkers represent more than four out of five copper workers. Other unions involved in the negotiations are the Machinists, Operating Engineers, Sheet Metal Workers, International Brotherhood of Electric Workers, AFL-CIO Metal Trades Dept., Boilermakers, Bricklayers, Carpenters, Oil Chemical & Atomic Workers, Chemical Workers, Electrical, Radio & Machine Workers, Iron Workers, Maintenance of Way Employees, Molders, Office & Professional Employees, Painters, Plumbers & Pipefitters, Railway Carmen, Laborers, and the unaffiliated Auto Workers, Locomotive Engineers and Teamsters.

NLRB Okays Picketing at Shopping Mall

The National Labor Relations Board, reconsidering an earlier Supreme Court ruling, has reaffirmed its opinion that refusal to allow picketing at a shopping mall violates the Taft-Hartley Act.

The high court had ordered the 5th U.S. Circuit Court of Appeals to remand to the NLRB the case of an Atlanta suburban shopping mall owner who refused to permit economic picketing by striking warehouse employees at a store in the enclosed mall.

The Supreme Court ruled in a 1976 decision that persons entering a private shopping center do not have a First Amendment right to engage in activity that would be accorded such protection in public places. If there is such a "right," the court said, it must have a source in the Taft-Hartley Act. Consequently, the NLRB was directed to reconsider the issues in the case solely under the statutory criteria of basic federal labor law.

The board ruled in its current opinion that its finding that the owner's dispersal of union pickets violated the National Labor Relations Act does "no more than assure that employees of employers doing business in such malls will be afforded the full protection of the act."

The NLRB said that "a contrary holding would enable employers to insulate themselves" from the labor law "by simply moving their operations to leased locations on private malls," thereby rendering the law meaningless to their workers.

The picketing was by a local of the Retail, Wholesale & Dept. Store Union.

Carter Sees Reform Plan 'Beneficial' to the Country

Yazoo City, Miss.—The labor law reform bill the Administration supports "will be beneficial to the country," President Carter told a "town meeting" in this Mississippi Delta community.

Carter, who fielded questions for 90 minutes from townspeople assembled in a high school gymnasium, was asked why he supported legislation which would make it "much easier for big labor to organize in the South."

The President said the amendments to the National Labor Relations Act would provide for a quicker determination of whether workers wanted a union. If they voted for union representation, "the new proposals would make sure that management has to comply with the law."

He said he didn't see the legislation affecting union organization in the South "one way or the other." But it will be "simpler, clearer, fairer legislation, and I think it will be beneficial to the country," Carter said.

Expediting Justice

I AM HERE PRIMARILY because the current labor law inflicts indignities and injustices on working people—black people among them.

The changes now proposed for the National Labor Relations Act would alleviate many of the injustices to which workers at countless workplaces, large and small, are subjected.

The changes are particularly important to black people concentrated in service fields and southern manufacturing, where employer abuses of existing law have inhibited worker freedom of choice regarding unions.

The proposal that the National Labor Relations Board be empowered to order compensation to the employees for an illegal refusal to bargain after an election can prevent delays like the ones suffered under existing law. Under the present law, the board only issues cease and desist orders, and employers can and do procrastinate for years with impunity. The proposal that employees be compensated for undue delay in first negotiations would make such tactics more costly and directly alleviate worker suffering.

Likewise, the streamlining of NLRB procedures, less stringent internal procedures for affirming the decisions of administrative law judges, and self-enforcement of uncontested board orders without acquiring court of appeals contempt sanctions would all contribute to expedited justice for workers.

Very important, from our perspective, are proposed changes providing injunctive relief for workers fired for union activity during an organizing campaign or in the time between a successful representation election and the implementation of a first contract. We furthermore support the provision that employees who have been discriminatorily discharged receive twice their lost wages, rather than the current formula of lost pay plus interest minus the amount of any interim earnings.

Black workers in unorganized shops, earning an average of only 60 percent of the median wage earned by whites in comparable jobs, can least afford the hardships imposed on injustly fired workers.

UNDER THE LAW as it stands, it is the workers who pay for these imperfections, and the payment is high. What can be more degrading to a person than being unable to provide for his or her family? Even with the hope of future restitution of lost wages and reinstatement to lost jobs, who will pay for food and shelter in the interim?

Add to this the mental strain and loneliness of a pro-union worker isolated from co-workers and harassed by management day in, day out. Add the demoralization of months of unemployment, an almost certain consequence of union activity at lawless plants under the current act. Add an unemployment rate for black workers, hovering at 13 percent, and what you have is a study in courage.

When people believe in the law enough to face these consequences, they have a right to the protection and the fair chance the proposed amendments provide.

The current law which keeps labor law violators on their feet, keeps black people—and indeed all working people—on their knees. We hope you will report the labor law reform bill favorably and reverse the positions, as justice and human dignity demand.

—From testimony by Clarence Mitchell, Washington director, NAACP, on labor law reform.

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Clearing the Thicket

'The Enemy Is Us':

Suicidal Trade Policies Invite Exploitation by Multinationals

By Gus Tyler

THE UNITED STATES is losing its share of world trade at a time when it should be gaining. Between 1975 and 1976, we slipped from 21.2 percent of the market in manufactured products to 20.3 percent. This is a drop of about $4 billion in exports that translates itself into several hundred thousand jobs less for American workers.

This loss comes at a time when the United States should be gaining ground on its manufacturing rivals, such as Japan and the industrial nations of Europe, because we are relatively in a better position than they are in our access to oil. Most of the other countries are almost completely dependent on imports for their petroleum-based fuels.

Our loss of trade is adding monthly to America's trade deficits. At present rates, we will end up this year more than $20 billion in the hole. As we continue increasingly to buy more than we sell, jobs in American manufacture will continue to decline.

Unfortunately the Carter Administration does not know what to do about this because it cannot agree on a course of action and because it refuses to face the shameful fact that what is being done to us is being done less by foreign countries than by our own American corporations.

The Treasury Dept., for instance, sees no problem. As the New York Times summarized the Treasury view: "The deficits were nothing to worry about because they helped the rest of the world adjust to the higher cost of imported oil."

In plain words: We are footing the bill of the countries for their high oil bills by giving them American dollars in exchange for their goods.

The Treasury proposes that other countries now showing surpluses like Japan, West Germany, and the Netherlands, should revalue their currencies upward to help pay the oil bill for the rest of the world. In effect, this would mean that Japan, et al. will consciously and deliberately take a semisuicidal step to cut their own exports and increase their imports in the same self-destructive way that America has been doing.

The Commerce Dept. thinks that the Treasury Dept. is living in a dangerous dream world. Assistant Sec. of Commerce Frank A. Weil thinks that our government should be spending more to promote overseas sales of American goods.

Weil assumes that American corporations would like to sell overseas and that what they lack is governmentally stimulated incentives.

The truth is that the large and aggressive American corporations that want to sell overseas are presently doing so and doing so very handsomely through plants that the U.S. multinationals operate in other countries. These American-owned companies, equipped with highly efficient American technology, managed by modern American methods, produce for sale in the "closed" markets of other lands. They then use these overseas facilities as launching platforms to export back into the relatively "open" market of the United States.

The profits they make overseas are not taxable by Uncle Sam unless and until those earnings are brought back here.

Other American corporations add to our trade deficit by "contracting" out their work to Hong Kong, Taiwan, Bangladesh, the Dominican Republic or any other land where they can pick up cheap labor. These same companies then bring the finished product back here to sell for a princely profit based on a high mark-up.

As Pogo once put it: "We have met the enemy and they is us."

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UNION LABEL AND SERVICE TRADES DEPT., AFL-CIO

Bayard Rustin Says:

Looting Reflects Ghetto Despair

OVERSHADOWING the technological failures that plunged New York City into darkness for more than 24 hours was a virtual breakdown of the social order in the city's ghettos. Unlike the 1965 blackout, there was widespread looting and arson. Almost 4,000 people were arrested, more than during the New York riots in the 1960s. Inevitably, the tendency to interpret events in the light of past experiences will lead to comparisons of the looting with these riots.

Nonetheless, the looting was not really a riot, much less a ghetto rebellion. Although it may have been produced by social conditions, the looting was not, in any meaningful sense, a protest against poverty. It was essentially nonpolitical. Although many youngsters may have been caught up in the anarchic atmosphere and the opportunity to get something for nothing, over 70 percent of the looters had criminal records.

The significance of the looting was precisely that it was not politically inspired. It highlighted two important changes which have taken place since the 1960s. First, anti-white sentiment was not a factor in fueling the looting. Civil rights legislation and other changes have considerably opened up American society and decreased racial tensions. While this is encouraging, other developments are deeply disturbing. There is an overwhelming sense of despair and hopelessness in the inner cities. The ghettos were largely bypassed by the economic growth of the 1960s. During the last recession, inner city poverty areas lost more than 10 percent of their jobs, while employment remained basically stable elsewhere.

There is little reason to suspect that the looting in New York will spark similar outbreaks in other cities. But, in any number of cities the combination of total darkness and blistering heat could easily set off a situation like New York's.

The real issue, however, is not whether there will be similar outbursts of disorder. The problem is the day-to-day misery of unemployment, poverty, and crime. Ghetto life remains depressing, hard, and brutal. To react by blaming the looters can only obscure the social and economic roots that produced the looting and which, more importantly, oppress the poor every day. Like most Americans, I was appalled by the looting. But I am more shocked that the poor are forgotten until there is looting or rioting.

The New York looting may momentarily focus attention upon the problems of the inner city, but it is unlikely to lead to a rapid expansion of funds for the cities as did the riots of the 1960s. Because those programs were largely emergency measures designed to prevent the cities from exploding, they were incapable of transforming the ghetto.

BUT JUST AS THE BLACKOUT will spur investigations and new efforts to guarantee a secure supply of electricity to New York and other cities, the looting should be seen as a warning that there must be renewed efforts to eliminate poverty.

We need long-range, sustained programs for full employment, job training, especially for young people, and urban recovery. We need programs which will give a sense of confidence and hope to the poorest of the poor.

It is not a question of knowing what to do, but of whether we have the will to do what needs to be done. The American people face a choice: either to eradicate poverty and unemployment or to be faced with the continual threat of outbreaks of disorder. One way or another society will pay a tremendous price. In the long run, it will be cheaper to spend billions to put people to work and rebuild our cities than to incur the costs of tension, fear, social disintegration, and wasted lives.

A Bill of Workers' Rights

THE LABOR LEGISLATION sent to Congress this week under the joint sponsorship of President Carter and organized labor is not the outrage that business contends. It is designed to assure that workers attempting to organize a company, or unions trying to negotiate a first contract, will not be tied up in endless litigation.

Despite impressive efforts by labor and the Administration to weed out the most controversial aspects of the legislation, business still plans to go to the barricades. Business spokesmen charge that the legislation is loaded in favor of unions and against the rights of individual workers who don't want to be organized. They contend also that the new law might generate more, not less, litigation for the National Labor Relations Board and the courts.

Such claims have little merit in light of the abuses that have grown up under existing legislation, particularly in the South, where many companies depend on the availability of relatively cheap, non-unionized labor. A conspicuous example is J. P. Stevens & Co., the nation's second-largest textile manufacturer, whose resistance to organizing efforts since 1963 has resulted in 15 NLRB findings that it has violated the law by refusing to bargain or by dismissing and intimidating workers.

Such successful stalling has spawned many imitators as well as a cadre of lawyers skilled in blocking efforts to organize. The new bill would discourage such obstructionism by introducing stiff penalties, including cancellation of government contracts, against employers who willfully and repeatedly violate NLRB orders.

Another provision calls for speedy and fixed deadlines for election on union representation once a union has collected the required number of signatures from interested workers. Employer groups maintain that this provision would not give management enough time to make its case to the workers. But unions are rightly concerned about management stalling until organizers run out of money or steam.

In the debate to come, legislators might keep in mind the original National Labor Relations Act passed by Congress 42 years ago. It guaranteed unorganized workers the right to choose a union to represent them. Excessive litigation by resistant companies has, in recent years, denied some workers that right. The new labor package reasserts a basic principle of the Wagner Act and should be adopted.

—Editorial, New York Times, July 22, 1977.

Outlook Good for Wage Law

AN IMPROVED minimum wage law has excellent chances of enactment well before the end of the year now that the measure has the full and active support of the White House, AFL-CIO Legislative Director Andrew J. Biemiller declared.

By boosting the basic minimum wage and keying future increases to a percentage of the average manufacturing wage which will keep the minimum above the poverty line, Biemiller said the new law would likely end the problem of periodic congressional battles to keep the earnings of the nation's lowest-paid workers in pace with rising living costs.

He said that the prospect of this being the last minimum wage fight, at least for a long time, has been a major factor in drawing the wide bipartisan support that virtually assures that Congress will approve the bill.

Questioned by reporters on the radio interview Labor News Conference, Biemiller said that the compromise reached recently with President Carter was largely the product of "a lot of hauling and pulling" in which the Coalition for a Fair Minimum Wage, led by Clarence Mitchell of the NAACP, played the key role.

He said although both the coalition and the President had to give a little on their original stands, they did "reach an agreeable compromise, which is the way most sound legislation develops."

Biemiller said that the new wage floor is sure to have a beneficial effect on the economy by increasing the purchasing power of workers who have to spend every penny they earn just to live. Those "high velocity dollars . . . will be spent," not "put in a sock or in a savings" account, and that will be desirable for the economy, he said.

By Press Associates, Inc.

EMPLOYERS HAVE USED seemingly endless tactics to cripple or kill efforts by their workers to win union representation and collective bargaining agreements. The record is filled to overflowing with cases of employers who have successfully exploited the language of the law to defeat its intent.

President Carter's proposals would go far toward remedying employer abuses of the NLRA. An examination of the proposals and a look at some of the flagrant abuses of the law may explain why many see the reforms as long overdue.

One major reform proposed by the President calls for union representation elections to be held within a brief, fixed period of time—as few as 15 days after it has been requested by a union. It now takes an average of 57 days before even the simplest uncontested election is held. For contested elections, where the issues are resolved by a National Labor Relations Board regional director, the average time is 75 days. If the issues are referred to the full board in Washington, it takes an average of 275 days.

These figures are averages, not maximums. It took the Newspaper Guild 21 months to get an NLRB election among 111 editorial department employees at the Wilmington, Del., News and Journal. This was due in large part to a company-instigated debate over whether reporters were "professionals" and therefore required to vote separately from, say, copy clerks. The delay encountered by the Guild in Wilmington is by no means the longest on record.

Another proposal calls for compensation to workers whose employers have failed to bargain in good faith on a first contract. It's one thing to win union representation, workers have come to understand, but getting that first contract is another matter. Workers at the J. P. Stevens textile plants in Roanoke Rapids, N.C., voted for representation by the Clothing & Textile Workers in August 1974. They're still without a contract while they wait for action on an NLRB complaint charging the company has bargained "with no intent of entering into any . . . collective bargaining agreement."

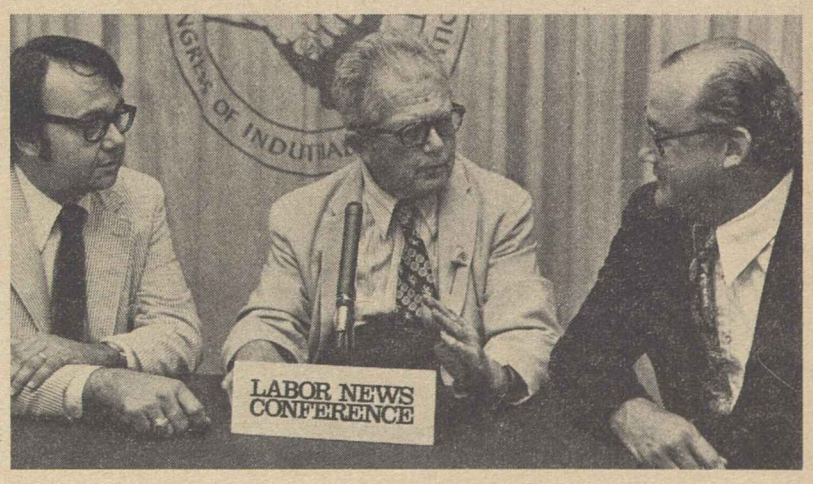
If the company had signed an agreement with its 3,500 Roanoke Rapids workers immediately after the election, guaranteeing just a single 10 cents an hour raise, it would have cost the company $2.1 million by now. Lawyers, Stevens undoubtedly has found, are cheaper than even minuscule pay raises.

ANOTHER ELEMENT of the reform legislation would require the board to seek preliminary injunctions against certain unfair labor practices which interfere seriously with employee rights. In 1956, more than 500 workers at the Milliken textile plant in Darlington, S.C., were thrown out of work after they voted for representation by the Textile Workers. Management had threatened to close the plant if the workers "went union," and followed through on the threat.

The Milliken plant closing, which has been documented to be solely in retaliation for the union victory, was a clear unfair labor practice—but the case is still in the courts, more than 100 of the former employees have died, and there's no justice in sight for the survivors. The new law would make such a retaliatory closing a serious interference with employee rights, and the NLRB would be required to seek an immediate injunction to reopen the plant.

The board also would be required to seek injunctions on behalf of union supporters fired during organizing drives or before initial contracts are signed. Rubber Workers' supporter Paul Grammont, who, the union charges, was fired in October 1974 solely for his support of organizing activities while working at the Dayton Tire & Rubber Co. plant in Oklahoma City, Okla. He's still not back at work, but if the proposed law were in effect, an injunction could have put him back on the job within 48 hours of the firing.

These are just a few of the problems with the law as it stands today, and how some of the reforms would remedy those problems. The reforms proposed by Carter, endorsed by organized labor and now under discussion in Congress, would go a long way toward fulfilling the promise of the Wagner Act of 1935.



FULL AND ACTIVE White House support for the minimum wage bill gives the measure an excellent chance of passage well before the end of the year, AFL-CIO Legislative Director Andrew J. Biemiller, center, declared on Labor News Conference. He was questioned by Frank Swoboda, left, of the Baltimore Sun and Dale McFeatters of the Scripps-Howard Newspapers. The AFL-CIO produces the weekly radio program as a public service.

ISRAELI PRIME MINISTER Menahem Begin confers with AFL-CIO President George Meany and Sec.-Treas. Lane Kirkland during his visit to Washington. Simcha Dinitz, left, Israel's ambassador to the United States, also took part in the discussions that covered Begin's recent election victory, the tense situation in the Middle East and other pressing issues.

Congress Urged to Halt Subsidy On Exportation of American Jobs

The AFL-CIO has renewed its call to Congress to abolish the Overseas Private Investment Corp. (OPIC), charging that the government agency which insures private investments abroad is really helping subsidize the export of American jobs and technology.

OPIC has put the U.S. Treasury in the business of guaranteeing the original investment and reinvested profits of multinational firms, banks and other private companies, the federation noted in a statement submitted to a House International Affairs subcommittee.

Legislation now before Congress would extend the authority of OPIC until 1981 with little assurance that the agency would meet its goals of channeling assistance to developing countries or halt its practice of assisting runaway U.S. companies.

When OPIC's authority was extended for three years in 1974, the statement observed, Congress directed the agency to make three basic corrections in its operations:

- Transfer the insurance risks from the public treasury to private insurance.
- End subsidies to runaway plants and insurance of projects that would injure the U.S. economy.
- Emphasize "developmental" help for very poor countries.

"OPIC has failed on all accounts," the federation statement declared. "The record shows that OPIC has either ignored congressional direction about domestic injury or is incompetent to assess it."

The net result of the OPIC practices is that the agency continues to insure overseas investments in industries hit by import-caused joblessness or which displace exports from the United States at a further cost of American jobs, the federation said.

In the past three years, OPIC has rejected applications for investment insurance from only five runaway plants, the statement pointed out. It cited a number of examples of firms shifting operations overseas with investment insurance from OPIC.

One was for the expansion of semiconductor production in Taiwan for a firm that shut down operations in Massachusetts, throwing 2,000 workers out of work and costing the government $4 million in trade adjustment assistance.

The workers affected when General Instruments of Chicopee, Mass., shifted operations to Taiwan were members of the International Brotherhood of Electrical Workers, whose numbers dwindled from 2,000 in 1967 to 200 in 1972. Today, the Chicopee plant employs 35 workers.

Another case involves American firms insured by OPIC now producing sheet glass and television bulbs in Korea.

"The U.S. firms had shut down or laid off workers in Ohio, Michigan, West Virginia and other states," the statement noted. "The workers sought adjustment assistance. Sometimes, as in Albion, Mich., adjustment was denied because the plant was not exporting TV bulbs to the United States, but simply moved to another prodction site —with cheap labor and barriers against imports."

The federation also questioned the authority of OPIC to provide insurance for the large multinational firms. The list of corporations that OPIC insured during fiscal year 1975 included such giants as Armco Steel Corp., Bank of America, Chase Manhattan, Cargill, Inc., Dow Chemical, Gillette, Goodyear, ITT, RCA International, Tandy Corp., and many others on Fortune magazine's list of the top 500 firms.

If American firms that invest in overseas operations want insurance, they should get it on the private market, the statement stressed. And if poor countries want assistance in developing their economies, it should be done by the Agency for International Development, the governmental agency that is charged with that responsibility.

OSHA Standard Seen Enhancing Diver Safety

The Carpenters have welcomed the publication of a permanent federal safety standard covering a wide range of commercial diving operations that is being implemented over stiff industry opposition.

The additional protections provided in the Occupational Safety & Health Administration's final standard are long overdue, Carpenters President William Sidell declared.

He said the standard, which is scheduled to go into effect Oct. 20, is particularly essential for divers who work at great depths and face added dangers as oil companies extend exploration further out on the continental shelf, with drilling operations at depths in excess of 1,000 feet.

Sidell said that "in many respects, the risks to divers are greater than those of astronauts in the space program."

He pointed out that the fatality rate for divers working in the Gulf of Mexico is 10 times greater than the next closest high-risk occupation. Similar statistics have been noted in the North Sea of Britain where U.S. divers are employed by American diving contractors.

The permanent standard replaces emergency temporary regulations issued last year, but which were not enforced, the Carpenters said. The final standard covers all types of occupations under OSHA jurisdiction, including general industry, construction, ship repair, shipbuilding and shipbreaking, and certain longshoring operations.

In announcing the new standard, Assistant Labor Sec. Eula Bingham observed that "diving is inherently hazardous, but with uniform and enforceable standards, the threat of serious injury, permanent disability and death among members of the diving community will be lessened."

Sidell noted that a key provision in the standard will protect divers from layoffs based on questionable medical opinions issued by a company physician.

The Carpenters, which represent a majority of 1,500 full-time and 775 part-time industrial divers working in U.S. waters and abroad, petitioned OSHA in August 1975 for the development of an effective standard.

Employers will have up to six months to comply with the provisions of the standard after it takes effect.

AFL-CIO Staffer Edward Lingo Dies

Los Angeles—Edward F. Lingo, an AFL-CIO field representative with the federation's Region VI, died of a heart ailment here July 22. He was 62.

Lingo had been a member of the Steelworkers since he helped organize a USWA local at Berwick, Pa., in the early 1940s. He was appointed to the CIO organizing staff in 1950 and served on the southern organizing committee until the 1955 merger of the AFL and CIO.

He was assigned to the Los Angeles area in 1962 and worked closely with the Los Angeles-Orange County organizing committee. Lingo also was the federation's coordinator for public employee and white collar unions in the Los Angeles area and serviced a number of central labor councils in southern California.

At Urban League Parley:

Watts Presses Unity On Jobs, Civil Rights

Equal opportunity for all Americans is a long way off unless progressive business leaders, trade unions and organizations such as the Urban League join to fight reactionary elements that feel "strong enough to openly pit black against white, man against woman, and young against old," President Glenn E. Watts of the Communications Workers told the league's annual conference.

Watts said that the nation is a long way from reaching the late Whitney Young's goal of an open society "in which each human being can flourish and develop to the maximum of his God-given potential," and that "we desperately need each other" to improve the lot of the underprivileged, the exploited and the outcast.

"New efforts are needed," he said at the Urban League's business and labor luncheon. "We must join together once again, on the basis of common need as well as common justice, to prevent a new era of discrimination from engulfing us.

"We must see to it that full employment is achieved in this country. We must see to it that enough decent housing exists to make fair housing laws workable. We must make sure that quality education exists everywhere, so that equal educational opportunity becomes a reality.

"We must retain, and use, the power of unity. It is starkly plain . . . that we must protect and amplify the power of ordinary people to vote."

Watts urged extension of the universal voter registration plan that proved so successful last fall in Minnesota and Wisconsin, a higher minimum wage, and above all, full employment.

"The Urban League knows as well as any other organization in the country of the connection between social problems and unemployment," he said. "It is less than 10 years since our nation's cities were wracked by social explosions. Ever since then, teenage unemployment has stayed many times above the national average.

"Year in and year out, as many as 40 percent of black teenagers have been without employment."

President Carter's proposal for $1.5 billion in new youth employment programs, enacted this spring by Congress, "represents just a drop in the bucket of our employment needs," he declared.

Earlier, the Urban League's executive director, Vernon E. Jordan, Jr., called upon Carter to show a greater interest and concern for the nation's deteriorating urban conditions and other domestic matters.

He charged that while "the Administration has formulated a new foreign policy, a new defense policy and a new energy policy . . . it has not adequately addressed itself to a new domestic policy.

"We have no full employment policy," Jordan said in his keynote address." We have no welfare reform policy. We have no aggressive affirmative action policy. We have no national solutions to the grinding problems of poverty and discrimination."

Speaking at the conference a day later, the President responded to Jordan's criticisms with the acknowledgement that "we haven't done everything we would like to do, nor have we done everything that we are going to do." But, he added, "it takes time to change the trends of history and to reverse the bureaucratic mechanism to one of support and compassion and concern and enthusiasm."

Carter said he wanted to meet with Jordan at the White House to work toward a closer relationship with the league. "It is obvious we have a long way to go, and we can get to our destination of having a decent life for all Americans if we work together in a constructive and cooperative fashion," he said.

Also participating in the league's conference were J. C. Turner, president of the Operating Engineers, and Barbara Van Blake of the American Federation of Teachers, who discussed labor's responsibility in the creation of jobs at a workshop session.

Marine Corps Launches Apprentice Credit Plan

The U.S. Marine Corps has agreed to conduct apprenticeship programs meeting Labor Dept. standards to enable Marines to earn credits while on active duty toward journeyman status in related civilian craft skills.

The apprenticeship training is aimed at improving job opportunities for Marine Corps veterans and to motivate marines in service occupations while on active duty.

Similar programs were set up earlier by the Army and Navy in consultation with labor and management representatives.

The apprenticeship training agreement was signed by Labor Sec. Ray Marshall, Navy Sec. W. Graham Clayton, Jr., and Marine Corps Commandant Louis H. Wilson.

Under the agreement, the programs will be open to Marines of all ranks in certain occupational specialties. The term of the apprenticeship in each of the particular occupations will be determined by the Labor Dept.'s Employment & Training Administration, labor and industry representatives and the Marine Corps commandant.

Training and experience will be documented in a work experience log that will be issued each Marine apprentice. The log will identify the occupation, contain a work process schedule, list required hours for training tasks, and record the immediate supervisor's certification of satisfactory completion of each training increment.

Until now, the Labor Dept. noted, it has been difficult for a former Marine to show civilian employers or joint apprenticeship committees a record of training and job experience while on active duty.

Acceptance of these credentials by craft unions and industry representatives will allow Marine Corps veterans to qualify for more meaningful and better-paying jobs.

New Approach Holds Promise:

Job Safety Law's Results Still Far Short of Potential

The federal job safety and health law is still a long way from reaching its full potential in meeting the needs of workers, although prospects of more effective enforcement appeared brighter in the early days of the Carter Administration, Russ Bargmann writes in the latest issue of the American Federationist.

Subjected to mismanagement and politicization during the Nixon-Ford years, Bargmann observes in the AFL-CIO magazine, the 1970 act also has become the prime target of right-wing opposition in Congress and the courts.

But the new "common sense" approach of the Occupational Safety & Health Administration now raises hopes that government inspectors will attack serious workplace hazards, particularly in high-risk industries such as construction, manufacturing, transportation and petrochemicals.

Thus far, the act has had little impact on curbing job-connected deaths, injuries and illness, Bargmann notes. He points out that in 1975 alone, 12,600 workers died from occupational injuries—only 1,200 less than in 1970, one year before law took effect. And an estimated 100,000 workers die from occupationally related illness each year.

Of the 5 million cases of occupational illness and injury the Labor Dept. recorded in 1975, Bargmann says that almost half occurred in manufacturing.

"These figures are most likely an understatement, since reporting is imcomplete and health diagnoses aren't always accurate," he points out.

"Still, work-related injuries and illness in 1975 resulted in 365 million man-days of lost time. The cost of accidents has been in the neighborhood of $15 billion in lost wages, workers' compensation payments, insurance costs and the like."

Not counted in those figures is the human cost in pain and family stress, Bargmann observes. Bargmann, who was an associate with the AFL-CIO Dept. of Research during 1976-77, is now on the staff of the Painters OSHA project.

Bargmann says the need is great for inspections of the more than 5 million workplaces that employ 60 million workers. Of the 76,600 inspections OSHA conducted in 1976, 41,000 were at establishments that were inspected for the first time.

"At this rate," he notes, "it would take OSHA over 100 years to inspect all workplaces, not counting inspections under state OSHA plans. This hardly squares with employer scare stories of overzealous inspectors."

Last year, OSHA recorded more than 300,000 violations in workplace inspections, but penalties were assessed for fewer than one-third of the violations, Bargmann notes. And the average fine amounted to $37.26—or about $11.94 for non-serious violations and $544.94 for serious violations, which include fatalities.

"These figures are for proposed penalties," Bargmann points out, "so employers can end up paying much less after contesting cases and having penalties reduced for technicalities or other reasons. Clearly, the average proposed penalties are low enough to make it 'cost-effective' to flout the law," he declares.

Employers can also delay payment of OSHA fines for years by appeals to the Occupational Safety & Health Review Commission and the courts.

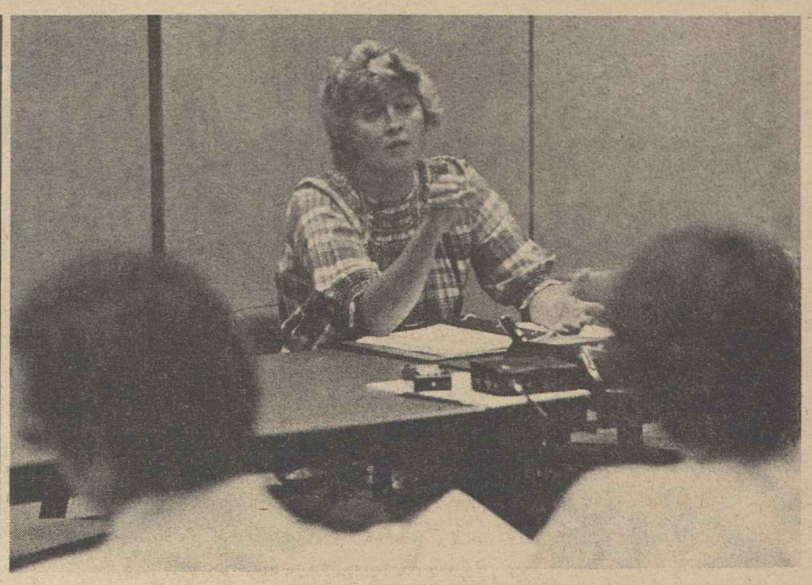
Industry groups have often claimed that compliance with strong OSHA standards will add millions of dollars to operating costs and forcing many of them out of business, Bargmann notes.

"Such dire predictions were the case with vinyl chloride," he observes. But "six months after the vinyl chloride standard went into effect, the Wall Street Journal reported that no plant had been closed . . . and, in fact, one company even buys advertising to hail its progress in cutting exposure."

Even so, the government has given great weight to claims of added costs in the development of safety and health standards especially since fromer President Ford issued Executive Order 11821, which requires an "inflation impact" study into proposed standards.

"Efforts to predict what a particular OSHA standard will cost employers, such as the inflationary impact statement and statements by the Council on Wage & Price Stability, fail to consider the beneficial aspects of the standard," Bargmann points out.

Cost estimates, he observes, fail to consider increased productivity from new and more efficient operations or the gains in worker productivity when effective standards are put into effect. Additional cost savings from reduced workers' compensation payments as a result of improved standards also could be passed on to consumers, Bargmann suggests.



SAFETY STANDARDS can't effectively be replaced by "economic incentives" for employers to provide safe and healthful workplaces, Assistant Labor Sec. Eula Bingham stressed in a briefing for members of the International Labor Press Association.

OSHA Chief Vows Fight To Maintain Standards

There is no adequate substitute for federal occupational safety and health standards to protect workers from on-the-job hazards, Assistant Labor Sec. Eula Bingham declared at a special briefing for labor editors.

"No one can convince me that we can do without standards," Dr. Bingham said in response to queries about a confidential White House memo urging the government to consider getting out of the safety enforcement business.

The briefing for labor editors was set up by the International Labor Press Association.

Dr. Bingham, head of the Occupational Safety & Health Administration, said she would fight with all the support she could muster to block the abolition of standards.

The May 27 memo suggested to President Carter that "serious consideration be given to totally eliminating most safety regulations" and replacing them "with some form of economic incentives" for business to provide safe workplaces.

The memo, which came to light recently, is one of a series of suggestions submitted to the President on government reorganization. It was drafted by Charles L. Schultze, chairman of the Council of Economic Advisers; Bert Lance, director of the Office of Management & Budget, and Stuart Eizenstat, presidential assistant for domestic affairs.

In proposing the replacement of safety standards with economic incentives, the memo calls for the development of "improved workmen's compensation or economic penalties tied to the injury rate . . . thereby permitting OSHA to concentrate its resources on health problems and emergencies."

Dr. Bingham acknowledged that workers' compensation is vital for victims of occupational injuries and illness, but insisted that industry still needs standards to follow.

And since OSHA cannot develop standards fast enough to protect workers against all hazards, a fair workers' compensation system is essential to supplement the agency's enforcement program, she asserted.

Dr. Bingham also reiterated her opposition to a continuation of Executive Order 11821 which requires OSHA and other federal agencies to make economic impact studies on proposed standards.

Because of the demands on the agency for the development of inflation impact statements, Dr. Bingham said, OSHA currently must spend more money on these studies than it does on educational programs for employers and employees.

She questioned the morality of attempting to apply a balance sheet on occupational safety and health, declaring that "it's not right to ask workers to subsidize the lower costs of goods with their lives."

Dr. Bingham also assured the labor editors that the Labor Dept.'s efforts to reduce paperwork and streamline OSHA reports for employers is not a retreat from the agency's enforcement efforts.

In announcing the streamlining in OSHA recordkeeping and reporting requirements earlier, Labor Sec. Ray Marshall also outlined a comprehensive regulation that would give workers the right to review OSHA health and safety records at their workplaces.

"This is an important step," Marshall said, "because it will allow individual workers and unions to alert OSHA to potential health and safety problems."

Under the paperwork reduction policy, Dr. Bingham noted that small businesses with 10 or fewer employees will be exempted from most recordkeeping requirements unless they are selected in an annual Bureau of Labor Statistics survey. She pointed out, however, that all employers will still be required to make reports on work-related fatalities, illness and injuries that require hospitalization.

Labor Insists Hazards of Benzene Demand Lowest Possible Exposure

Workplace exposure limits for benzene should be reduced to the lowest technically feasible level to protect workers from the highly toxic effects of the hydrocarbon, AFL-CIO Vice President A. F. Grospiron told a hearing panel of the Occupational Safety & Health Administration.

Grospiron, president of the Oil, Chemical & Atomic Workers, was the lead-off witness for labor at the OSHA hearings on a permanent job health standard that proposes to limit worker exposure to one part benzene per 1 million parts air (1ppm).

That is the level that OSHA set in an emergency temporary standard two months ago, but which the petroleum industry has blocked from taking effect through a court challenge. The oil companies and other employers groups are now mounting an all-out attack on the proposed permanent standard.

Testifying as chairman of the federation's occupational safety and health committee, Grospiron commended OSHA's efforts to reduce workplace concentrations of benzene from the current allowable limit of 10 ppm.

He stressed, however, that the benezene ceiling could be reduced to even less than the 1 ppm level that OSHA is calling for.

Based on current operating practices in the oil refining industry, he said, a benzene exposure limit of 0.5 ppm is technically feasible.

He reminded the panel that years of medical and scientific evidence have proven that benzene is a carcinogen for humans, a well-known cause of leukemia and other serious blood disorders.

"We therefore adhere to the policy of the National Institute of Occupational Safety & Health and the National Cancer Institute that there is no known safe exposure to a carcinogen," Grospiron said.

He also questioned the government policy of applying economic impact studies in setting exposure limits in federal safety and health standards. "In essence," he said, "economic feasibility means balancing lives against profits."

An economic impact statement prepared under contract for the Labor Dept. estimates that the proposed standard would cost industry $124 million in the first year and $74 million a year thereafter. This would be on top of an initial $267 million for capital investment, the study estimated.

In addition to urging reduction of the average exposure ceiling to 0.5 ppm, Grispiron said labor sees a need for reducing the proposed peak exposure limit from 5 ppm to 1 ppm.

He also outlined labor's proposals for frequent monitoring of workplace exposure, medical surveillance, medical recordkeeping, warning signs and labels, and authority for unions to observe the monitoring operations.

A key element needed in the permanent standard, Grospiron observed, is a prohibition against reduction in wages when workers are transferred to other jobs after an occupationally related illness is detected in medical examinations.

"As long as OSHA refuses to provide full economic protection to removed workers, OSHA's medical surveillance provisions are meaningless," he stressed.

"We are seeing increasing instances of workers refusing to take medical examinations as provided in OSHA standards. This is becoming particularly true among older workers, for whom latent effects of years of exposure to toxic substances are beginning to show up.

"But these are the workers who probably have the most to gain by detecting such ill effects early as the proposed medical examinations would do."

The best remedy for overcoming worker resistance to medical examinations would be to include a provision in all OSHA standards requiring that a transferred worker receive "all pay and benefits, seniority status and all future increases in pay and benefits as if he were still assigned to the job," Grospiron said.

D.C. Pressmen Announce End Of Post Strike

Local 6 of the Printing & Graphic Communications Unions has declared that its 21-month strike against the Washington Post is concluded. "The strike is over; the picket line is down," local President Everett R. Forsman said.

The local also announced that it was disbanding its Legal Defense Committee that was set up to defend 15 Washington Post pressmen who had been accused of damaging the company's presses when the strike began on Oct. 1, 1975. Although the charges against the strikers had been reduced to misdemeanors, six were sentenced to jail terms, the local noted.

Shortly after Local 6 members walked out, the Post began hiring replacements, and this led to decertification of the union as bargaining representative two months ago. The replacements voted 145 to 1 for decertification.

Meanwhile, the local said, the Post has agreed to drop a $15 million civil damage suit against the local and the international union. In return, the local and the international withdrew counter-suits against the newspaper company.

A Labor Priority:

Strip Mine Controls Win Final Approval

(Continued from Page 1)

mining bill in late 1974, which Ford killed by a pocket-veto after Congress had adjourned.

The following year, Congress again passed a strip mining bill which Ford vetoed. An override attempt was made but the House try was three votes short of the needed two-thirds majority.

This year, with Administration support, the final passage vote was 325-68 in the House and 85-8 in the Senate.

In other action, the Senate began debate on a bill for matching federal financing of senatorial election campaigns, but it ran into a Republican filibuster.

Senate Majority Leader Robert C. Byrd (W. Va.), a strong supporter of the measure, has initiated a cloture petition which will require 60 votes to limit debate. The filibuster is being led by Republican Leader Howard H. Baker, Jr. (Tenn.).

While the bill applies only to the Senate, the House would be able to amend the bill to provide similar financing for its campaigns.

The House, meaanwhile, put off until September consideration of a compromise Election Day registration bill.

The original measure proposed by the Administration and supported by labor would have enabled all voters to register at the polls on Election Day with proof of residence.

To give it a better chance of approval, House sponsors substituted an optional program under which states that chose to allow Election Day registration would receive federal funds to help meet the extra cost. Even that, however, is facing substantial conservative coalition opposition.

In other congressional developments:

- The Carter Administration gave its endorsement—and an important legislative push—to a federal no-fault auto insurance bill.

Transportation Sec. Brock Adams told a Senate Commerce Committee hearing: "Accident victims deserve an insurance system that is certain, comprehensive, timely and fair. The current system does not meet these requirements. It also clogs the courts with unnecessary litigation."

The AFL-CIO earlier had testified along similar lines.

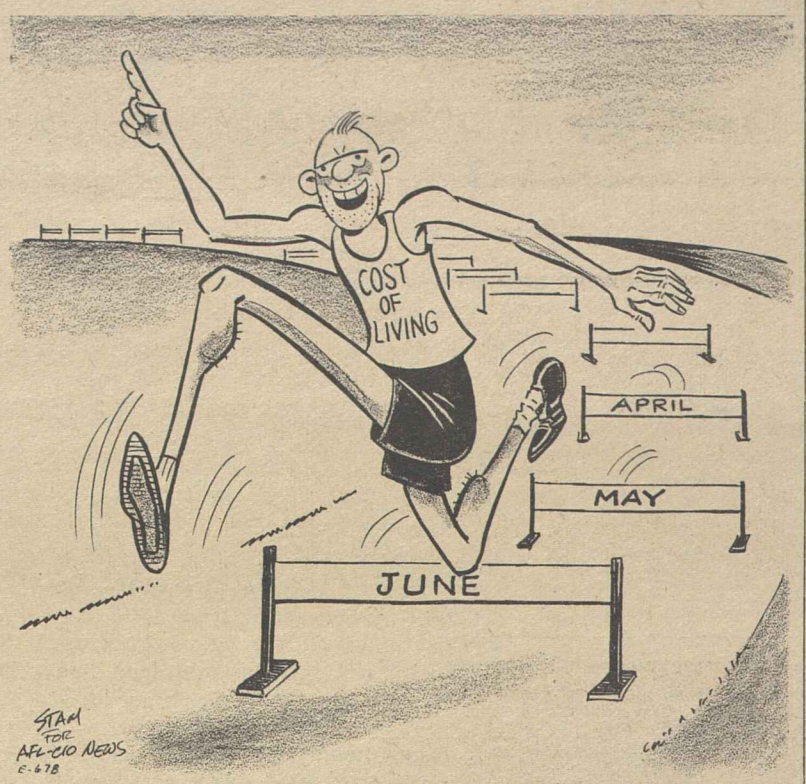
- Congress approved a compromise public works appropriations bill that funds nine of the 18 water projects President Carter had sought to cancel. The President, however, is expected to sign the legislation.

The final version drops funds for the Clinch River Breeder Reactor project that Carter opposes but the AFL-CIO urged be continued. However, the House-Senate conferees said funding for the project would be dealt with after an authorization bill clears Congress. The Senate has already approved continued development of the breeder reactor committee has recommended a companion bill.

- The Senate Finance Committee dealt a blow to a labor-endorsed Administration proposal to use general revenues to supplement the social security payroll tax during periods of high unemployment.

The committee voted 11-3 against this feature of the proposed social security financing legislation. But Committee Chairman Russell Long (D-La.), who opposed the general revenue funding, predicted committee approval for lifting the ceiling on the employer payroll tax, another financing proposal backed by the Administration and the AFL-CIO. At present, employers are taxed only up to the amount of wages on which workers pay taxes.

Hasn't Missed One Yet



Extended Jobless Aid Cut Off in 35 States

A nationwide program of extended unemployment benefits "triggered off" on July 23, ending payments to 166,000 long-time jobless persons in 35 states and the District of Columbia.

The national program had been in effect since January 1975. It ended when the most recent 13-week period the insured unemployment rate fractionally below the 4.5 percent cutoff—at 4.47 percent.

But 322,000 other persons who have been drawing extended benefits after having exhausted their 26 weeks of regular state payments will continue to be eligible. They live in the 15 states and Puerto Rico, where extended benefits can be paid under state "triggers" because the insured unemployment rate is at least 5 percent.

The insured rate does not count many of the jobless who are included in the Bureeau of Labor Statistics tally of unemployment, which is currently 7.1 percent.

When the national trigger is off, extended benefit programs can be triggered on in individual states by either of these formulas:

- An insured unemployment rate (IUR) of at least 4 percent—provided that unemployment is at least 20 percent more than it was two weeks earlier. This normally happens only in the early stage of a recession, and Alaska currently is the only state that qualifies under that formula.

- An IUR of 5 percent or higher provided that the state legislature has agreed to such an option.

In addition to Alaska, states with a 5 percent or higher IUR whose legislatures have approved payments are California, Connecticut, Maine, Massachusetts, Michigan, New Jersey, New York, Oregon, Pennsylvania, Rhode Island, Vermont and Washington. They have a total of 269,884 persons now receiving extended benefits.

All states with at least 5 percent IUR also qualify for the program of federal supplemental benefits (FSB), which add an additional 13 weeks of eligibility. This program, however, expires this year and the phase-out begins in October.

The FSB program will cushion the end of the extended benefit program in Illinois, Nevada and Puerto Rico, where the IUR is over 5 percent but leigslatures have not authorized continuing the program. Persons who have been receiving extended benefits in those states will be able to get up to 13 weeks of FSB benefits. Thus, in those three jurisdictions, the maximum total unemployment benefit will be 39 weeeks; in the 13 states with legislative approval, the maximum remains 52 weeks, and in the 35 states and D.C. with under 5 percent IUR, the maximum drops to 26 weeks.

Trade Status For Romania Hit as Mockery

The extension of "most-favored-nation" status to Romania has proved advantageous to that country, but has produced no benefit for the United States, the AFL-CIO told a House International Trade subcommittee.

Reaffirming a position presented earlier to a Senate subcommittee, the federation urged Congress to end the waiver of the Trade Act's human rights requirement that would continue the special low tariffs given to imports from Romania.

"This special encouragement for Romania imports," the statement said, "violates the purposes of the Trade Act of 1974—economic benefit for the United States and the promotion of human freedom."

The AFL-CIO cited reports of arrests and imprisonment in labor camps of Romanian dissidents who appealed to the signers of the Helsinki accord for help in gaining recognition for human rights in Romania. The appeal was the first open stand on human rights in Romania to be disclosed since World War II and indicates, the federation statement said, "that conditions in Romania are so oppressive that dissidents are almost never heard from."

The statement also charged that while imports of shoes and men's and boys' clothing from Romania have been climbing rapidly, U.S. exports of manufactured goods to that country have been declining. And it cited a U.S. Treasury finding that Romania sheet glass "is being sold in U.S. markets at less-than-fair value." In all three cases, the statement noted, the Romanian products enjoy special low tariffs while jobs in the affected U.S. industries are being destroyed.

Meany Terms Wage Floor Boost Vital

(Continued from Page 1)

allow employers to pay less money to workers under 22. And the minority report strongly attacked the committee bill's partial phaseout of the "tip credit" under which employers can now count tips given to restaurant, hotel and other service workers towards half of the minimum wage.

The most conservative half of the committee's Republican minority—six of the 12 GOP members—went even further to attack the $2.65 wage floor as too high and to call for rejection of the index to factory wages as an "abdication" of congressional responsibility.

And the most conservative of all, Rep. John M. Ashbrook (R-Ohio), went even further. He proposed to cut back on existing coverage by exempting more small business firms from the law's jurisdiction.

The Coalition for a Fair Minimum Wage, which is headed by Clarence Mitchell, chairman of the Leadership Conference on Civil Rights and the NAACP's Washington director, has been coordinating a nationwide campaign in support of the committee bill.

Its activities included postcard and mailgram campaigns in the home districts of members of Congress and a full-page newspaper advertisement on the eve of the scheduled vote.

The triple theme of the ad was support for $2.65 an hour as "a fair minimum wage," the concept of indexing — "that's the way to keep it fair"—and opposition to a subminimum youth wage because "You don't fire a father to hire a son."

Congress Urged to Preserve Role Of Bargaining on Retirement Age

The AFL-CIO reiterated its opposition to any mandatory retirement rule that is unilaterally imposed by an employer, but defended the right to set retirement ages through collective bargaining.

Social Security Director Bert Seidman, accompanied by Legislative Rep. Kenneth Meiklejohn, presented the AFL-CIO's position at Senate hearings. The thrust of the federation's testimony was that lack of job opportunities in the economy, rather than mandatory retirement, is the chief obstacle to jobs for older workers.

"It may be unjust to force retirement on those who are healthy and want to continue working," the AFL-CIO testified. "It may be equally unjust to lay off younger workers with families to support and retain at work elderly workers who are eligible for social security benefits, a good private pension and health care. Such hard choices are best handled through collective bargaining."

Seidman told the panel that a retirement age set by a collective bargaining agreement is not compulsion, but rather "a group decision mutually arrived at . . . made by those best informed to make it."

Older workers who so desire should have the opportunity for useful work, Seidman said, in both the private and public sectors.

The elderly can make "a tremendous contribution" to improved community services, he said, and federal programs that made possible their employment by both public and private, non-profit agencies should be expanded.

"The greatest advance that could be made toward broader opportunities for employment of older workers would be a full employment economy," Seidman told the Congress.

No single group should bear the burden of unemployment, he said. "What is needed are jobs for all who want and need them—and that means older workers along with everyone else."

Seidman said any legislation acted on by Congress should make clear the right of voluntary organizations to establish, if they so wish, constitutional requirements setting age limits on elected officers.

A bill barring mandatory retirement before age 70 in private industry, regardless of collective bargaining agreements, and prohibiting any age limit in federal employment, has been approved by the House Education & Labor Committee. But it still has to be considered by the Post Office & Civil Service Committee, which shares jurisdiction.

At the Senate hearings, before a Labor subcommittee of the Human Resources Committee, Assistant Labor Sec. Donald Elisburg said the Administration has not yet shaped a position on specific legislation. Elisburg said that the Administration needs "additional time" to complete a study.

5,000 Musicians Split $1.1 Million Royalties

New York—Some 5,000 members of the Musicians are splitting $1.1 million in royalty payments from the sale of motion pictures to commercial television last year.

AFM President Hal C. Davis said the payments, scheduled to be made on July 1, are for musicians who furnished background music for motion pictures shown on TV in 1976.

Correspondence about address corrections should be sent with attached mailing label to: AFL-CIO Subscriptions, Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

7-30-77

Worker Victims Detail Law's Injustice

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Testimony Builds Case For Reform

By David L. Perlman

Workers who have paid with their jobs for asserting a right to union repersentation are building a powerful case for labor law reforms at House hearings.

Their very presence has been an embarrassment to the employer lawyers, the business association lobbyists and the "right-to-work" propagandists who are trying to scuttle the Administration bill. To speed up NLRB elections and remedy unfair labor practices promptly, the employer lobby argues, would give unions too much power.

Then, someone like George Coe takes the witness stand. He lives in Spencer, W.Va., has been an auto mechanic for 14 years, and until recently worked for a Ford dealer in Charleston. Just last year, his employer gave him an "excellence award for job performance."

But the mechanics in the Charleston area began talking union after the dealers bumped up labor charges to customers but passed only a pittance of the increase on to the workers.

He was one of those who helped the Machinists union campaign. And when one of his co-workers got fired for distributing union authorization cards, Coe told the subcommittee, he took over as a leader in the union drive.

Coe testified that he had been questioned about union matters by a supervisor, warned that he wouldn't be able to work at any shop in the area if he became known as a union man, and finally fired on a trumped-up charge.

"I was fired not because I had become a bad mechanic, but because I had become a good union man," he testified.

"Because I relied on the law and joined a union, I cannot work at my trade."

It may be another year, Coe noted, before the creaky machinery of the National Labor Relations Board gets him back to work with back pay. Meanwhile, he has a wife and children to support.

"On behalf of myself and every other worker who has ever been fired or discriminated against for

(Continued on Page 3)

Meany Blasts Youth Wage As Blow to Poverty Fight

CASE FOR A FAIR MINIMUM WAGE is made by AFL-CIO President George Meany at the start of Senate hearings. With him are AFL-CIO Sec.-Treas. Lane Kirkland and Legislative Director Andrew J. Biemiller, at right, and Research Director Rudy Oswald, at left. Meany said a subminimum youth wage would create poverty, not jobs.

Right-Wing Plan Hit As Unfair

A subminimum youth wage demanded by an employer lobby would create poverty, not jobs, AFL-CIO President George Meany testified at the opening of Senate hearings on minimum wage legislation.

A lower wage floor for young workers is one of the amendments being pressed by an employer lobby out to wreck the compromise that the minimum wage coalition negotiated with the Carter Administration.

Other targets of the employer lobby include a first-step increase to $2.65 an hour and the future indexing of the minimum wage at 53 percent of the average factory wage, to be maintained by automatic adjustments each year.

The AFL-CIO had urged a higher minimum, Meany testified, but is supporting the compromise so that workers getting paid the minimum wage won't "sink deeper and deeper into poverty."

The Senate hearings were originally timed to follow on the heels of House passage of the minimum wage bill. But a mini-filibuster mounted by conservative congressmen blocked a scheduled House vote before the August recess of Congress.

While the House approved the rule providing for consideration of the bill, delaying tactics forced postponement of the debate and vote until September.

Clarence Mitchell, the civil rights leader who is chairman of the Coalition for a Fair Minimum Wage,

(Continued on Page 8)

Watts Hits Company Stand:

CWA Charges Bell Sets Stage for Strike

The Bell Telephone System is setting the stage for a nationwide strike because it "simply does not understand the seriousness of the situation," Communications Workers President Glenn E. Watts charged.

Watts told a Washington press conference that the company made no response at the last bargaining session, Aug. 2, and that no further meetings were scheduled as of Aug. 4. Watts said the company was standing firm on its earlier offer which CWA rejected as "completely inadequate."

He told reporters that the negotiations "are in serious trouble" and that a strike is "nearly inevitable" because of the "attitude of the AT&T toward the men and women who have helped make that company what it is today."

CWA's over 500,000 members in the Bell System had voted earlier by a 6 to 1 margin to authorize a strike. The union's executive board set the deadline for 12:01 a.m., Aug. 7.

Watts said that in all his years in dealing with management he has never "seen such a failure on the part of top-level management to understand what is hapening in the area of human relations."

In the event of a strike, he said, telephone service will be disrupted, "the public will be inconvenienced" and there will be an "unnecessary tragedy" because of the company's attitude.

Watts said the union is prepared to bargain around the clock to avoid a strike, and called on the company to "do just that." He said he has notified President Carter, Labor Sec. Ray Marshall and the Federal Mediation & Conciliation Service of the situation.

The negotiations involve over 500,000 CWA members in 800 locals dealing with 30 Bell System and Western Electric divisions or

(Continued on Page 7)

House Bars Gas Tax Hike, Deregulation

The House moved toward passage of a comprehensive energy policy bill after rejecting proposals to raise gasoline taxes and to lift all price controls on natural gas.

The AFL-CIO had opposed a rise in gasoline taxes as discriminatory—a burden on workers with no real conservation value. And it joined with consumer groups and the Administration in attacking natural gas deregulation as an invitation to price-gouging.

Natural gas deregulation has been sought by the big oil and gas companies, which claim they don't have enough incentive to develop new supplies needed to avoid periodic shortages.

The bill sent to the House floor by a special Ad Hoc Energy Committee allows a substantial increase

(Continued on Page 8)

Survey Finds Sharp Rise In Second-Quarter Profits

Big business raked in second-quarter 1977 earnings that were up 11.2 percent over the same period a year earlier, a Wall Street Journal survey found.

The after-tax profits rise during the April-June period exceeded analysts' expectations and marked the seventh straight quarter in which a year-to-year gain has been posted. The survey covers 501 major companies.

In a similar survey of first-quarter profits, earnings rose 7.7 percent. After-tax corporate profits for the year 1976 were 28 percent above the 1975 level.

Only three of the 29 industry categories in the Journal survey showed profit declines in the April-June quarter—steel, textiles, and farm equipment. The strong second-quarter showing reflected a sharp rise in industrial production. Over the three months, factory output rose at an annual rate of 12.4 percent, compared with 5.4 percent in the previous quarter, the Federal Reserve Board reported.

A major contributor to the second-quarter advance was the huge General Motors Corp., which reported its best second-quarter in history. GM netted a record $1.1 billion from April to June, a 21 percent increase over 1976's second quarter.

Kirkland Assails Deceit In Employers' Labor Bill

Honolulu—Union-busting employers and their right-wing allies are trying to derail labor law reform with a deceitfully labeled "Employee Bill of Rights," AFL-CIO Sec.-Treas. Lane Kirkland warned.

The anti-union legislation introduced by Rep. John N. Erlenborn (R-Ill.) is "the bosses' bill," Kirkland told delegates to the Retail Clerks convention here. Its "employee rights" title is as misleading as "right-to-work," he charged.

"Just imagine the outcry," Kirkland said, "if the AFL-CIO were to draft and propose an 'Employer Bill of Rights.'"

Kirkland contrasted the Administration-supported bill with the employer-sponsored alternative.

The Administration bill, he said, would strengthen the remedies available to the National Labor Relations Board to enforce federal labor law. It would cut down on delays through procedural reforms, and it would reinforce the collective bargaining rights of workers.

By contrast, "the bosses' bill" pro-

(Continued on Page 7)

UNION VOLUNTEERS pitch in to clean up the Senior Citizens center in downtown Johnstown. The city and surrounding towns were hard hit by raging thunderstorms last month, and only now are beginning to experience a slight measure of relief. Organized labor has been helping the flood victims from the day the water began to recede.

Steelworkers Hard Hit:

Labor Mounts Relief Effort For Johnstown Flood Victims

Johnstown, Pa.—Residents of the Johnstown area, ravaged by floodwaters two and a half weeks ago, are slowly patching their lives together with the help of organized labor.

From the morning after a series of violent thunderstorms dumped a foot of water over Greater Johnstown, state and national AFL-CIO community services representatives, union volunteers, and American Red Cross workers have been hard at work to provide needed services for flood victims.

More than 70 persons have been found dead and 60 are still missing in the wake of the July 19-20 flood. Authorities fear that some of the missing will never be found. Over 200 homes were destroyed while 924 others suffered major damage and 2,815 had minor damage.

Union members, particularly Steelworkers at Bethlehem Steel's Johnstown plant, became victims of the flooding which roared down the creeks and streams that feed the Little Stoney Creek River and the Little Conemaugh River that converge into the Conemaugh River in the city's downtown section.

Steelworkers President Lloyd McBride announced the union has increased to $50,000 its contribution to help victims of the Johnstown disaster, and has urged President Carter and Gov. Milton Shapp to step up government aid to the stricken city. The union earlier had made an initial donation of $5,000.

Other labor organizations, including the state and national AFL-CIO, have contributed funds also. The contributions have gone to the American Red Cross.

Lucius M. Webb, eastern area representative of the Red Cross from Washington, D.C., has been directing union efforts. Assisting him are Madeline Varner, a community services representative from Akron, Ohio, and Pat Greene, community services director of the Pennsylvania State AFL-CIO.

John McManus, assistant director of the AFL-CIO Dept. of Community Services, who visited Johnstown the past week said that the number of emergency meals served has dropped from 42,000 a day at the peak of the disaster relief effort to 23,000 and that water and other utility services have been turned on. Mobile homes also have been brought in to provide shelter for those who lost their homes.

The summer thunderstorms, which lifted water levels to 6 feet and more in downtown buildings, resulted in runoffs that wiped out whole sections of Johnstown. Witnesses said that the water looked like a tidal wave coming down the streets. Widespread devastation occurred in Dale Borough and other communities surrounding Johnstown.

Union volunteers from all parts of the state offered their services to help clean up and restore damaged properties. A one-stop center, set up in the Teamsters Local 110 hall in Johnstown, has been in continuous operation since July 20.

The Bethlehem Steel plant sustained heavy damage as a result of the flooding, and company officials have indicated reductions in employment may result. The firm employs 11,500 workers here, about 45 percent of the city's work force.

Damage at the Bethlehem plant alone has been estimated at $35 million while overall damage is expected to hit $200-$300 million. Rough estimates on the number of people put out of work as a result of the flood exceed 20,000.

McBride, in a letter to Carter and Shapp, said that the USWA's 31-member executive board had unanimously recommended "that we call your attention to the seriousness of the situation . . . and urge you to accelerate your efforts to provide speedy and meaningful assistance to all the unfortunate families that lost loved ones, homes and other property in the Johnstown area.

"Our investigation of the human suffering and misery in that stricken area indicates that the need for more government help is most desperate."

16,000 Iron Ore Miners Strike on Local Issues

Nearly 16,000 iron ore production workers, striking over local issues including pay inequities, braced for a long walkout as talks between 21 Steelworkers locals and eight companies broke off.

"I don't expect this strike to end in just a matter of a few days," USWA President Lloyd McBride said, adding that the "climate for a settlement" was not favorable.

"There has to be a willingness on both sides to find a settlement and . . . that doesn't seem to be present," McBride said in a speech to the Washington Press Club. He said no major negotiations are scheduled, although talks could be resumed at any time.

The steel industry has large supplies of iron ore in stock, McBride noted, and therefore feels "no great pressure" to return to the bargaining table.

The strike involves 12 mining properties and three warehouses in five states.

The companies sought an injunction against the locals but were turned down by U.S. District Judge Daniel J. Snyder in Pittsburgh, who ruled July 29 that the court lacked jurisdiction to rule on the legality of the strike. The firms argued that the strike issues were national in scope, and that a walkout would violate the industry's Experimental Negotiating Agreement.

The Steelworkers insisted, however, that the issues are local in nature, as defined by the ENA, and pointed out that they total over 1,000, including such items as job assignments and seniority that have festered for years.

A major element in the dispute is the ore miners' proposals for incentive pay clauses similar to those in the basic steel contracts.

McBride said this has historically been a local bargaining issue and not subject to the prohibition against industry-wide strikes in the Experimental Negotiating Agreement. The ENA was first adopted by the union and the nation's 10 major steel firms in 1973 and was extended this spring to their 1980 negotiations.

The ore strikes began at 12:01 a.m. on Aug. 1, and were concentrated in northern Minnesota and Michigan. Minnesota's rich Mesabi iron range alone is the source of about two-thirds of the country's iron ore.

The mines and warehouses struck belong to Pickands Mather & Co., Oglebay Norton, Hanna Mining and Cleveland Cliffs Iron Co. of Cleveland, U.S. Steel Corp. of Pittsburgh, Inland Steel Co. of Chicago, Reserve Mining Co. of Silver Bay, Minn., Joseph T. Ryerson & Co. of Cleveland, and the Electrical Cable Division of U.S. Steel in Worcester, Mass.

Urban Area Joblessness Up Sharply in 5 Years

Joblessness in nearly all of the nation's 30 largest metropolitan areas rose sharply from 1971 through 1976, with about one-third reporting simultaneous declines in the percentage of the population holding jobs.

In a report on these two important indicators of economic change—the unemployment rate and the employment-population ratio—the Bureau of Labor Statistics said that jobless rates in America's 30 largest urban areas averaged 8.2 percent during 1976, compared to 6.4 percent five years earlier.

Only four areas—Anaheim-Santa Ana-Garden Grove, Calif., Cleveland, Los Angeles, and Seattle—reported drops in their jobless rates between 1971 and 1976, BLS said.

Of the 26 other large areas, four—Miami, New York, Nassau-Suffolk counties on Long Island, and Newark, N.J.—had increases of more than 4 percentage points.

Nine other areas, also primarily in the eastern part of the nation, posted increases of 2 to 4 percentage points in their jobless rates.

Seventeen of the 30 metropolitan areas had unemployment rates higher than the national average of 7.7 percent in 1976. Five of these high unemployment areas had rates of over 10 percent—Buffalo, New York, Newark, San Diego, and San Francisco-Oakland.

The employment-population ratio for the United States as a whole showed that 56.8 percent of the working-age population had jobs last year, BLS said. This compares with 56.6 percent in 1971, when the nation also was coming off a recession.

For the 30 metropolitan areas, the 1976 ratio was 57.3 percent, compared to 56.7 percent in 1971. Nineteen areas reported increases in the employment-population ratio in 1976, but nine others had decreases and two showed no change. Most of the increases occurred in the western and north central areas, with only four of 11 eastern metropolitan areas registering gains.

An increase in the employment-population ratio indicates that labor markets are generally strong. A simultaneous rise in joblessness, however, shows that labor markets are not strong enough to meet the growth in the number of workers looking for jobs.

Marshall Pushes Fair Wage Floor, Law Reform at Texas Convention

Austin, Tex.—Labor Sec. Ray Marshall, addressing the Texas AFL-CIO's 17th convention here, rejected the idea that teenage unemployment would increase because of a higher minimum wage level.

Marshall also rejected the notion of a subminimum wage for youths, declaring that such a differential allowing teenagers to work for a lower wage would only put more adults out of work.

The answer to youth unemployment is more government service jobs and funding for apprenticeship and training programs, he said.

A University of Texas economics professor here before his appointment to the Carter Administration, Marshall also denied claims that a higher minimum wage would significantly boost inflation and joblessness.

Discussing proposed labor law reforms, Marshall said that revisions in the 42-year-old National Labor Relations Act are needed to assure workers of their right to choose labor representation as the law originally intended.

He said the proposed changes in labor law are "among the most important things that the Carter Administration is likely to do."

During the four-day convention, delegates adopted a series of resolutions which among other things supported increases in workers' compensation benefits and full coverage for public employees under the Occupational Safety & Health Act.

Harry Hubbard and Sherman Fricks were re-elected without opposition as president and secretary-treasurer of the State AFL-CIO for their third two-year terms of office.

The 900 delegates approved a 5-cent increase in their per capita tax, raising it to 30 cents a month. In his president's report, Hubbard said the additional revenue was needed to keep pace with the cost of living, to initiate a year-round media public relations program, to purchase new equipment, and to institute an annual awards program to give recognition to local unions performing outstanding work for the Committee on Political Education.

The per capita tax increase was the first since 1967. Hubbard also reported that membership in the State AFL-CIO has grown from 150,000 in 1957 to an all-time high of nearly 260,000.

In drawing up its legislative program over the next two years, the organization seconded the national AFL-CIO's call for congressional measures to penalize employers of illegal aliens.

"The depressed economy of Mexico is causing ever-increasing numbers of Mexican nationals to cross our borders in search of work, and unemployment rates along our border are as high as 16 percent among United States citizens," the resolution said.

"Unscrupulous employers exploit undocumented workers shamelessly, and eight years of Republican neglect has rendered the Immigration Service weak and ineffective.

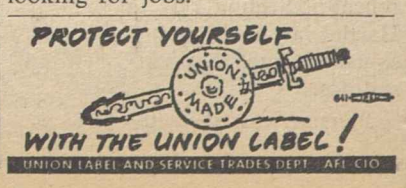
"The Texas AFL-CIO urges President Carter and the United States Congress to enact measures strengthening control of the border and severely penalizing employers who knowingly hire undocumented workers."

Other convention speakers included Sen. Lloyd Bentsen (D-Tex.), Gov. Dolph Briscoe, State Atty. Gen. John Hill, AFL-CIO COPE Director Al Barkan, AFL-CIO Civil Rights Director William Pollard, Texas Employment Commissioner Joseph Gunn, and Rep. Robert A. Gammage (D-Tex.).

Strober Retires From Field Staff

Baltimore—Raymond F. Strober retired June 30 as a field representative with AFL-CIO Region III here to complete a 31-year trade union career.

Strober, 65, had been chairman of the Auto Workers southern organizing committee before he joined the CIO organizing staff in 1946. Following merger in 1955, Strober was assigned to Region III as a representative and continued to serve in that capacity after the 1974 realignment of the AFL-CIO Dept. of Organization & Field Services.



Record of Injustice:

Workers' Testimony Builds Reform Case

(Continued from Page 1)

union activity, I beg you to pass this bill," he urged.

In testimony reminiscent of the mid-Thirties, Angel Felix, an undercover agent hired to report on union organizing activities at the Florida Steel Corp. in Tampa, told of his duties as a spy.

In addition to his salary, he received $12 for every report he filed. He was promised that no union supporter he named would be fired until after he had left for another assignment. "This was to protect me as an undercover agent," he said.

Nicholas A. Zonarich, organizational director of the AFL-CIO Industrial Union Dept., brought the subcommittee up to date.

Since 1973, 22 unfair labor practice complaints have been issued against Florida Steel Corp. Eleven of them have reached the NLRB and the company has been found guilty in each case.

The Steelworkers won representation elections in Charlotte, N.C., and Indiantown, Fla., but haven't been able to negotiate a first contract.

Thus far, Zonarich testified, the company "has succeeded in what it set out to do—destroy the attempts of Florida Steel's workers to be represented . . ."

A witness from Amsterdam, N.Y., told the panel what happened when he and his co-workers at the Amsterdam Printing & Litho Corp. sought representation by the Graphic Arts union.

He was put on layoff the day after Christmas, even though in all previous slack periods he had been assigned to work in other departments, and a less senior worker was kept on. That was in 1974, a week after the union had won an election.

Brian Mochrie never got his job back, he testified. The union still doesn't have a contract. And its chronology of the NLRB proceedings runs more than four pages.

Then there was Walter Cockrell, who told of how he was fired from his job at Montgomery Ward's appliance service center in Oklahoma City in 1974, after having testified at NLRB hearings on the company's campaign to keep out the Electrical, Radio & Machine Workers.

An NLRB law judge termed Cockrell "the ablest technician at the service center," but it took more than three years to get him reinstated and even then the company tried to downgrade him.

In addition to the first-hand accounts of workers, testimony from union officers, lawyers and organizers cited case after case in which the existing NLRB procedures proved inadequate to enforce the National Labor Relations Act.

One of the oldest continuing cases of labor law inadequacy—the closing of the Darlington Mfg. Co. in fulfillment of a threat to do so if the textile mill workers voted for a union—was brought before the subcommittee.

Escorting four former workers at the plant was Rep. John W. Jenrette (D-S.C.), whose district includes Darlington.

Jenrette described himself as a supporter of this state's "right-to-work" law. But he said the experience at Darlington has convinced him that labor law reform is overdue.

Representing the Darlington workers who lost their jobs 21 years ago when their employer flagrantly violated the law were Corley Gibson, Thelma Swann, Zuline Hunt and Dorothy Welch.

They are still waiting for the back pay remedy ordered by the NLRB years ago in a case that amassed thousands of pages of transcripts of labor board and court proceedings.

But only about 400 of the original workforce is still waiting. Another 100 have died in the intervening years.

Rep. Frank Thompson, Jr., chief House sponsor of the reform bill and chairman of the House Subcommittee on Labor-Management Relations, will take the hearings out of Washington on Aug. 9, after Congress has begun its mid-summer recess.

The subcommittee has chartered a bus for Roanoke Rapids, N.C., the home of a J. P. Stevens plant where the Clothing & Textile Workers have futilely tried to negotiate a contract.

Thompson termed the Stevens chain, with its notorious record of federal labor law violations, one of the "inspirations" for the labor law reform bill.

FIRST-HAND EVIDENCE of the need for labor law reform is provided at House hearings by four victims of the Darlington, S.C., mill closing 21 years ago. They are shown above with their congressman, John W. Jenrette, Jr. (D-S.C.), who said legislation is needed to prevent future injustices. At right, two civil rights leaders testify for the bill. Norman Hill, left, is director of the A. Philip Randolph Foundation; Clarence Mitchell is the NAACP Washington director and chairman of the Leadership Conference on Civil Rights.

Stove, Furnace Union Streamlines Constitution

Newark, Ohio—The Stove, Furnace & Allied Appliance Workers acted to streamline the union's constitution at its 37th convention here, but delegates to the triennial meeting rejected a proposal to increase per capita payments.

The constitutional amendment dealt primarily with language and made no major substantive changes, President George E. Pierson reported.

The delegates to the four-day convention also adopted resolutions supporting the AFL-CIO's national legislative goals.

The covention registered strong support for the Clothing & Textile Workers' boycott of J. P. Stevens & Co. products after viewing a film on the plight of workers at the giant textile firm who are seeking economic justice.

The union also voted support of organized labor's nationwide boycott of Coors beer and called for repeal of Section 14(b) of the Taft-Hartley law enabling states to adopt so-called right-to-work, open-shop statutes.

Pierson was re-elected to a second three-year term of office. Second Vice Pres. George E. Sodam was elected to succeed Executive Sec.-Treas. Melvin T. Chadderton, who is retiring from office.

A. G. Mendoza and Henry E. Blair were re-elected executive vice president and first vice president respectively. Third Vice Pres. Ray Sullivan moved up to the office of second vice president while Fourth Vice Pres. Tom Kemme was elected third vice president.

International Organizer Henry O'Donnell was elected fourth vice president and Richard Bacher was re-elected fifth vice president.

Speakers included Lt. Gov. Richard Celeste, Newark Mayor Richard Baker and Sec.-Treas. Earl McDavid of the AFL-CIO Union Label & Service Trades Dept.

Musicians Ask Royalties from Broadcasters

Los Angeles — Musicians whose recordings are played over commercial radio stations should receive royalties, their union told a panel of copyright experts.

The panel is carrying out a study mandated by Congress on whether U.S. copyright law should be amended so that performers can obtain royalties from commercial use of their recordings.

President Hal C. Davis of the American Federation of Musicians told the panel that the use of musical recordings has resulted in total elimination of once-common radio station orchestras and the jobs of thousands of musicians.

He scoffed at the broadcasting industry's claim that the "promotion" of records by broadcasting them is adequate compensation. Most recordings don't "promote" the musicians who make up the orchestra, and stations that may be getting $150 a minute for commercial time sold before and after recordings are unfairly profiting from "the free use of our talents," Davis testified.

Davis, accompanied by AFM Counsel Henry Kaiser, said the union's members are willing to test the claim of broadcasters that playing musical records helps the instrumentalists.

His challenge to the broadcasters, Davis said, is: "Stop doing it. We don't want your charity. Don't play our music any more."

No one has "a right to steal" the talents of American artists, Davis said. "We believe that if you're going to milk the cow, you'd better feed it once in a while."

The union noted that 40 other nations grant performers a right to seek royalties from commercial use of their recordings. But while U.S. law allows such rights to authors, composers and arrangers, it denies it to performers.

When You Buy a Home . . .
Look for the
UNION LABELS
UNION LABEL AND SERVICE TRADES DEPT., AFL-CIO

Raises Average 8% In 1977 Settlements

Pay raises under major collective bargaining agreements reached in the first six months of 1977 are running slightly behind 1976 levels, the Bureau of Labor Statistics reported.

The average first-year wage increase provided by major pacts in the first half of the year was 8 percent, compared with 8.4 percent in 1976. When measured over the full term of the contract, pay boosts negotiated during this year's first six months averaged 6 percent annually, somewhat below the 6.4 percent average in 1976 settlements. The measures exclude possible additional increases under cost-of-living escalator clauses.

The data are based on 398 major settlements covering about 1.7 million workers in the private nonfarm sector of the economy. Each contract covers 1,000 or more workers, most of whom were in the construction, steel and food store industries.

Other highlights of the report:

- In key settlements—those covering 5,000 or more workers—wage and benefit gains combined averaged 8.7 percent for the first contract year and 5.8 percent annually over the life of the contract. This compares with 8.5 and 6.6 percent, respectively, in 1976.
- Contracts concluded in the first half of 1977 had an average duration of 31.5 months, compared with 31.3 months when the same parties previously negotiated.
- Agreements with escalator clauses provided larger first-year boosts than pacts without COL clauses—an average of 8.5 percent as against 7.5 percent.

On an over-term basis, however, the numbers are reversed, as workers without escalators will receive annual boosts averaging 6.8 percent compared to 5.2 percent for workers covered by COL provisions.

- During the first six months of 1977, escalator provisions were negotiated in 13 settlements covering 31,800 workers and were dropped in 10 agreements covering 44,400 workers. Escalator clauses now cover 60 percent of all workers in major bargaining units, BLS said.

In the manufacturing sector, wage increases averaged 8.8 percent in the first contract year and 5.6 percent annually over the life of the contract, compared with 8.9 and 6 percent in 1976.

In non-manufacturing industries, wage hikes averaged 7.1 percent in the first year and 6.4 percent annually over the life of the contract, compared with 7.7 and 6.8 percent, respectively, last year.

Construction industry settlements averaged 5.8 percent in both the first year and annually over the life of the contract, compared with 6.1 and 6.2 percent in 1976.

In the current July-September quarter, BLS said that 264 major agreements covering 1.4 million workers are due to expire or are reopenable for wage bargaining. Key agreements are in the communications, electrical equipment, and longshoring industries.

Approximately 2.1 million workers will receive deferred wage-rate increases averaging 4.4 percent during the current quarter under provisions of existing major collective bargaining agreements, BLS said.

In addition, 2.8 million workers will be affected by COL escalator reviews, principally in the auto, rail and steel industries, BLS said. About 70 percent of these workers are under provisions calling for quarterly reviews and 24 percent come under semi-annual review. Annual reviews primarily account for the rest.

Murphy Appointed To Apprenticeship Unit

President Thomas F. Murphy of the Bricklayers has been appointed a labor member of the Federal Committee on Apprenticeship by Labor Sec. Ray Marshall.

The 25-member committee advises the labor secretary on national apprenticeship policy.

The Bosses' Bill

BECAUSE THE CARTER ADMINISTRATION has placed its weight on the side of labor law reform, we must not expect that the battle is won. A tremendous job confronts us.

Labor's traditional enemies—those business and employer organizations that have always opposed fair treatment for workers, those right-wing groups who correctly see the American trade union movement and its strength as the source of social and economic progress in this country which they desire to frustrate and their fellow travelers and front groups, like the National Right to Work Committee—all have declared war on these proposals.

As part of their tactics of confusion, as a counter ploy, they have now proposed their own rival bill, which will be debated and considered in conjunction with the bill which we advocate. They call it, as a further token of their deceit and guile, the "Employee Bill of Rights"—following the same tested technique that they perfected in labeling union busting as the right to work.

The bosses' bill—introduced by Rep. John N. Erlenborn (R-Ill.)—is a perversion of its title. It mocks the Congress and the American people by seeking to camouflage the division and suppression of workers as a defense of employee rights. Fully half of the Erlenborn proposals have absolutely nothing whatsoever to do with "employee rights"—no matter how he twists that phrase. Half of the proposals—even his own summary admits—would create new rights and powers for the bosses—new devices to delay, frustrate and subvert the law.

The employer bill would constitute the most radical and regressive changes in labor-management relations since the "yellow dog contract" and its successors—the Taft-Hartley and Landrum-Griffin amendments.

Dressed up as it is in glib words and jingoism, this proposal may fool some people. We can't let that happen. We will win this fight if we take our case for justice to the American people at large in every state and community.

—From an address by AFL-CIO Sec.-Treas. Lane Kirkland to the Retail Clerks convention.

Consider the Source

IT IS NOT SURPRISING that the most virulent attack on unions and on labor law reform during the current House hearings has come from Peter Nash, who during the Nixon-Ford years was first solicitor of the Dept. of Labor and then general counsel of the National Labor Relations Board.

Nash, now employed by the notoriously anti-union Small Business Legislative Council, contends that the Administration's labor law reform proposals are "intended to unfairly assist organized labor in unionizing unwilling workers."

The chief thrust of the legislation, of course, is to eliminate delays in holding representation elections and make it unprofitable for employers to deliberately violate the rights of workers in order to break a union's majority.

But the anti-union bias demonstrated by Nash is not surprising in view of his present position as a spokesman for employers, many of whom have exploited "the law's delay" to frustrate the aspirations of their workers.

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'Nice Kitty!'

Better Than a Subsidy:

Business Still Begs Handouts In the Form of 'Tax Incentives'

By Gus Tyler

AMERICA'S CORPORATIONS are asking Uncle Sam for a handout—once again. They don't call it a "handout," of course, that would be unbecoming to gentlemen of means. They call it "tax incentives."

The difference between a "handout" and a "tax incentive" is no difference at all. In the former case, Uncle Sam openly hands over money; in the latter case, Uncle Sam excuses the corporation from paying taxes. In either case, the corporation ends up that much richer.

In one respect, however, the "tax incentive" is much better than a straight subsidy for a corporation. In the case of a subsidy, the matter comes up for review every time Congress thinks about a new budget. In the case of a "tax incentive," the matter does not automatically come up for review, since it is embedded in the law as an ongoing process.

These tax incentives represent losses to Uncle Sam that run into the multibillions. To make this kind of a giveaway palatable, it is usually dished up as good nourishing fare for the American people.

In the smooth language of Treasury Sec. Michael Blumenthal, the idea is to enact "permanent incentives toward business investment." By spurring investment, it is argued, we will be spurring employment. Thus we have to enrich the corporations so they will have the necessary money to invest to provide jobs.

That rationale assumes that without these "incentives" there just won't be enough money in this country for investment purposes. So we need these rewards for corporate America so they will have the profits with which to expand their operations.

By this kind of reasoning, American corporations have managed to shed more and more of the tax load of this country. In 1967, the corporate share of the federal income tax load was 35 percent; by 1976, that fell to 23 percent. Of all receipts of the federal government—through income and other taxes—corporations now pay only 14 percent.

All this has been happening because corporations have been getting tax breaks to help them with their "capital formation."

In a little-noticed but highly significant document submitted to the Senate Finance Committee recently, however, the entire factual basis of the corporate claim is challenged. "Official Dept. of Commerce data show rather conclusively that there is no general declining trend in the share of the economy going to business investment—in fact, the opposite is true."

The convincing compilation of data was put together by Rudy Oswald, research director of the AFL-CIO. Consider just a few hard facts: In 1976, corporate profits (after taxes and after deductions for interest payments) were at the highest point ever: $107.8 billion. As a percentage of the Gross National Product, the 1976 profit was the highest since 1950.

Consider the size of savings in the United States, specifically private savings that compose the reservoir for investment. Again the sum stood at the highest in history in 1976 at $274.6 billion. As a percent of the GNP, it stood at 16.2 in 1976 and 16.9 in 1975, a level that was met only once before in the last 26 years.

In short, there is plenty of money in the country and in corporate coffers to finance investment—a fact, of course, that will not keep corporate spokesmen from crying about their need for more tax breaks to add to their riches.

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Inflation's Heat Not from Wages

If inflation does heat up, it won't be a burst of wage inflation that is to blame. . . .

At this time, big wage settlements are an effect rather than a cause of inflation. The further implication, of course, is that if monetary and fiscal policies are restrictive enough to keep the inflation rate coming down, wage increases will also keep coming down. It's Washington, rather than big labor or big business, that causes or cures inflation, it seems.

—From Business Week, Aug. 8, 1977

Msgr. Higgins Testifies:

Basic Reform Needed to Fulfill Federal Labor Law's Promise

The following is from testimony on labor law reform presented for the United States Catholic Conference (USCC), by Msgr. George G. Higgins before the House Subcommittee on Labor-Management Relations.

THE BASIC AIM of the original National Labor Relations Act, as adopted by Congress in 1935, was simple and clear. The preamble says: "It is . . . the policy of the United States . . . (to encourage) the practice and procedure of collective bargaining . . . by protecting the exercise of workers of full freedom of association, self-organization, and designation of representatives of their own choosing, for the purpose of negotiating the terms and conditions of their employment or other mutual aid or protection."

The USCC—formerly known as the National Catholic Welfare Conference—has consistently supported this basic goal. When the act was before Congress in 1935, the late Msgr. John A. Ryan, director of our Social Action Dept., strongly urged its adoption. Years later, he said in his autobiography that the NLRA is "probably the most just, beneficent, and far-reaching piece of labor legislation ever enacted in the United States." I fully subscribe to this opinion.

Our support of the basic goal of the NLRA in 1935 was not a new departure. It was a specific application of traditional Catholic social teaching on the right of workers to organize into unions of their choice and on the government's duty to guarantee the free exercise of this right.

Labor's right to organize has been strongly defended in a long series of official Church documents dating back to the 19th Century.

In line with this tradition, we strongly support the basic purpose and objective of the NLRA, some 42 years after its passage. In principle, the act reflects the highest ideals of American democracy and is not only in full accord with the social teaching of the Catholic Church, but also of other major religious groups, including the Synagogue Council of America and the National Council of Churches.

The USCC supports the provisions of the Thompson-Williams Labor Reform Bill. While we continue to support the basic objective of the NLRA, we fully agree with President Carter, who has endorsed the present bill, that it is time to amend the act in such a way as to make it work "more efficiently, quickly and equitably."

There is no need to specify in detail the long-standing procedural problems which the present bill is designed to eliminate. In summary, they can all be reduced to one: Justice delayed is justice denied. Or, as President Carter pointed out in a recent message, "legal rights have limited value if many years are required to enforce them."

The President added that "While the great majority of employers and unions have abided by the labor laws, a few have unfairly abused the procedures and practices under which the board must operate." For this reason, he has called upon Congress "to ensure that our labor laws fulfill the promise made to employees and employers when the Wagner Act was passed 42 years ago—that working men and women who wish to bargain collectively with their employers, in a way fair to both, shall have a reasonable and prompt chance to do so."

THE PRESIDENT'S EMPHASIS on the fact that the amendments being proposed in the present bill are fair to both workers and employers is well taken. It is unfair and inaccurate to characterize it as a labor bill. As Sec. of Labor Ray Marshall pointed out during his recent press conference at the White House, following the release of the President's message: "Business also suffers from long delays while the NLRB decides its cases and business as well as labor will benefit from the reforms that will lead to a more smoothly functioning NLRB." This being the case, I share Sec. Marshall's hope that there will be widespread support for the Thompson-Williams Labor Reform Bill in the ranks of American industry, organized labor and organized religion.

Subminimum Wage 'Ridiculous'

THIS BUSINESS OF subminimums is a little bit ridiculous. If you are going to take care of teenagers, because of high unemployment rates, you must remember that the teenagers' rates will always be higher than others, because one day they are in school, one day they are not considered in the work force, and the next day they are. Every year there are tens of thousands that are in the work force one day and are unemployed on that very day.

To say you must even this thing out because of their high rate, well the unemployment for teenagers from 16 to 19 is 18 percent. That is way above the national average. So we are urged to give them a special rate. This will increase their employment opportunity.

However, black teenagers have an unemployment rate of 40 percent. So we give white teenagers a special rate, but then we give black teenagers a special, special, super special rate. Now take white teenagers, they have an 18 percent unemployment rate. So to help them out we bring their wages down to 85 cents. How low do we bring the black wages? And what do we do with Vietnam veterans? Vietnam veterans today, who are between 20 and 24 years of age, just above the teenage limit, are 18 percent unemployed.

Are we going to say to those fellows we will do something special for you, we are going to give you a special low rate, so you can work for a lower wage, alongside of an adult getting a higher rate?

People affected here are mostly blacks and women. Is this a great favor to women, with all this talk of equal rights, human rights, and are we going to say to women, well, we are going to take care of you, we are going to give you a subminimum wage?

It runs contrary to the whole basic philosophy of the minimum wage law, which was to bring people in so they could become part of the mass purchasing power that we have to have to sustain this economy.

—From testimony by AFL-CIO President George Meany before Senate Committee.

Federal Pay Problems Eased

EMPLOYEE RELATIONS in the federal service have shown marked improvement in the early months of the Carter Administration, President Kenneth T. Blaylock of the Government Employees said in a radio interview.

Blaylock said that restoration of "integrity" to the pay-setting role of the Federal Pay Council will assure that the automatic comparability process will be followed to keep federal wages in pace with wages in the private sector. He said that the union's return to the Pay Council was the direct result of solid commitments from the Carter Administration resolving the dispute that erupted in the Nixon-Ford years which led to the union's withdrawal from the council.

"As a result of those commitments, we were able to reach the 7.05 percent across-the-board increase this year," Blaylock noted, pointing out that this is "the best increase federal employees have ever had." Blaylock, who is also secretary-treasurer of the AFL-CIO Public Employee Dept., appeared on the public affairs radio interview Labor News Conference, which is produced by the AFL-CIO.

He said that there is still a good chance that the Senate will act this year on Hatch Act reforms approved in June by the House.

Blaylock said that although Sen. John Tower (R-Tex.) "has threatened to filibuster (the bill) when it comes to the floor," he is confident there will be enough votes to invoke cloture and bring Hatch Act reform to a vote in the Senate. He said that he expects that the active Administration support that was instrumental in winning House approval of Hatch Act reform will help produce the same result in the Senate.

Reporters questioning Blaylock were Robert Dobkin of the Associated Press and Lance Gay of the Washington Star.

By Press Associates, Inc.

WHEN PRESIDENT CARTER recently met with the people of Yazoo City, Miss., news reports briefly mentioned that he criticized the federal job health and safety program as "going to extremes."

The news reports took the phrase out of context. It seemed to indicate he was joining that school of economists that thinks health and safety might cost too much.

A reading of the President's complete response, however, leads to a very difficult conclusion. It shows that he believes in the federal law and supports changes already under way to simplify its administration and shift its emphasis to health hazards.

"I think I want to make clear that the Occupational Safety and Health Act is a good piece of legislation," Carter declared. "It is important that in the working places we protect the health and safety of employees, but the OSHA program is going to extremes."

The President then referred to recently-announced changes at OSHA to eliminate half of its reporting forms and simplify the rest. And, he added, there was "too much of an emphasis on detailed regulations on safety."

The President wasn't quite clear about how to deal with dangerous workplaces, but he referred to possible improvements in workers' compensation. Organized labor for years has been seeking strong federal standards to modernize state programs for dealing with the annual toll of 14,000 on-the-job deaths and 2.2 million injuries.

OSHA has been negligent in the health area since the law was enacted in 1970, and the President grasped this problem.

"It is a little different in the case of health because, for instance, in my peanut shelling plant for years we treated peanut seed with what is called sericin, which is a mercury compound. I had no idea that it was poisonous and neither did my other employees that worked with me in the shelling plant.

"But had we had OSHA back then in the Fifties and early Sixties, they could have told us a mercury compound was dangerous to our health, because an employee cannot tell what is dangerous.

"For a long time, nobody knew that breathing cotton lint would give you permanent lung disease or asbestos fibers would cause death. Nobody knew anything about radioactivity. So I think in the field of health care, that the regulations are necessary."

THE PRESIDENT'S REMARKS are illuminating because he is being urged by his chief economic adviser to consider "totally eliminating most safety regulations and replacing them with some form of economic incentives." Some Administration economists infatuated with cost-benefit analysis have been finding that safety regulations are "too costly" and, therefore, inflationary.

This advice swallows whole the political propaganda dished out by President Ford during the 1976 campaign. It parrots the exaggerated claims of big business that to comply with OSHA standards would cost $30 billion, cause inflation, put people out of work and ruin the nation.

In recent years, a prominent college president has gone into disguise during summer vacations. He has taken a variety of jobs, including one as a garbage collector, to keep in touch with the workaday world.

This suggests a summer jobs program for economists who have fallen out of touch with reality. They should be pulled away from their econometric models. Their economic "fine-tuning" forks should be taken away. They should have the opportunity to inhale the lint dust of cotton mills and the cancerous air of coke ovens. They should have the experience of working on high scaffolding or wielding double-edged axes in the forests.

Then let them come back to Washington, D.C., and try to estimate the cost of safety and health in the workplace.

EMPLOYEE RELATIONS in the federal sector have significantly improved since the Carter Administration came to office, President Kenneth T. Blaylock of the Government Employees said on Labor News Conference. Blaylock, who sees further gains ahead for federal workers through congressional action, was questioned by Lance Gay, left, of the Washington Star and Robert Dobkin of the Associated Press. The AFL-CIO produces the weekly radio program as a public service.

Rollcalls on Mine Safety, Food Stamps

Column I *shows the 188-151 House vote on July 15 defeating a labor-opposed substitute for the mine safety bill that would have left hardrock miners with less protection than coal miners. Voting right (R) against the amendment were 165 Democrats and 23 Republicans. Voting wrong (W) were 59 Democrats and 92 Republicans.*

Column II *is the 249-170 rejection on July 27 of an attempt to bar needy families of strikers from obtaining food stamps. Right votes against the amendment were cast by 218 Democrats and 31 Republicans. Voting wrong were 58 Democrats, 112 Republicans.*

Numerals show districts; PR—paired right; PW—paired wrong; A—absent and not paired; P—present but not voting.

ALABAMA		
1. Edwards (R)	A	R
2. Dickinson (R)	W	W
3. Nichols (D)	W	W
4. Bevill (D)	R	R
5. Flippo (D)	A	A
6. Buchanan (R)	R	W
7. Flowers (D)	R	R
ALASKA		
AL Young (R)	R	W
ARIZONA		
1. Rhodes (R)	W	W
2. Udall (D)	R	R
3. Stump (D)	W	W
4. Rudd (R)	W	W
ARKANSAS		
1. Alexander (D)	W	R
2. Tucker (D)	PR	R
3. Hammerschmidt (R)	W	W
4. Thornton (D)	R	R
CALIFORNIA		
1. Johnson (D)	R	R
2. Clausen (R)	W	W
3. Moss (D)	R	R
4. Leggett (D)	A	R
5. Burton John L. (D)	R	R
6. Burton, Phillip (D)	R	R
7. Miller (D)	R	R
8. Dellums (D)	R	R
9. Stark (D)	R	R
10. Edwards (D)	R	R
11. Ryan (D)	A	R
12. McCloskey (R)	R	R
13. Mineta (D)	R	PR
14. McFall (D)	R	R
15. Sisk (D)	R	R
16. Panetta (D)	W	R
17. Krebs (D)	R	R
18. Ketchum (R)	W	W
19. Lagomarsino (R)	W	W
20. Goldwater (R)	PW	W
21. Corman (D)	R	R
22. Moorhead (R)	W	W
23. Beilenson (D)	R	R
24. Waxman (D)	R	R
25. Roybal (D)	R	R
26. Rousselot (R)	W	W
27. Dornan (R)	PW	W
28. Burke (D)	R	R
29. Hawkins (D)	A	R
30. Danielson (D)	R	R
31. Wilson, C. H. (D)	A	R
32. Anderson (D)	R	R
33. Clawson (R)	W	W
34. Hannaford (D)	R	R
35. Lloyd (D)	R	R
36. Brown (D)	A	R
37. Pettis (R)	W	W
38. Patterson (D)	A	R
39. Wiggins (R)	PW	W
40. Badham (R)	W	W
41. Wilson, Bob (R)	W	W
42. Van Deerlin (D)	R	R
43. Burgener (R)	W	W
COLORADO		
1. Schroeder (D)	R	R
2. Wirth (D)	R	R
3. Evans (D)	R	R
4. Johnson (R)	A	W
5. Armstrong (R)	W	W
CONNECTICUT		
1. Cotter (D)	PR	R
2. Dodd (D)	A	R
3. Giaimo (D)	A	R
4. McKinney (R)	A	A
5. Sarasin (R)	W	R
6. Moffett (D)	R	R
DELAWARE		
AL Evans (R)	W	R
FLORIDA		
1. Sikes (D)	R	W
2. Fuqua (D)	R	W
3. Bennett (D)	R	W
4. Chappell (D)	W	W
5. Kelly (R)	W	W
6. Young (R)	W	W
7. Gibbons (D)	A	W
8. Ireland (D)	R	W
9. Frey (R)	PW	W
10. Bafalis (R)	P	W
11. Rogers (D)	W	W
12. Burke (R)	W	W
13. Lehman (D)	R	R
14. Pepper (D)	R	R
15. Fascell (D)	R	R
GEORGIA		
1. Ginn (D)	W	W
2. Mathis (D)	W	W
3. Brinkley (D)	A	W
4. Levitas (D)	W	W
5. Fowler (D)	W	W
6. Flynt (D)	W	W
7. McDonald (D)	W	W
8. Evans (D)	W	W
9. Jenkins (D)	PW	W
10. Barnard (D)	A	W
HAWAII		
1. Heftel (D)	W	R
2. Akaka (D)	R	R
IDAHO		
1. Symms (R)	PW	W
2. Hansen (R)	W	W
ILLINOIS		
1. Metcalfe (D)	A	R
2. Murphy (D)	A	R
3. Russo (D)	R	R
4. Derwinski (R)	W	W
5. Fary (D)	R	R
6. Hyde (R)	PW	R
7. Collins (D)	A	R
8. Rostenkowski (D)	A	R
9. Yates (D)	R	R
10. Mikva (D)	A	R
11. Annunzio (D)	R	R
12. Crane (R)	W	W
13. McClory (R)	W	W
14. Erlenborn (R)	W	W
15. Corcoran (R)	W	W
16. Anderson (R)	W	W
17. O'Brien (R)	W	R
18. Michel (R)	W	W
19. Railsback (R)	W	R
20. Findley (R)	W	R
21. Madigan (R)	R	R
22. Shipley (D)	PR	A
23. Price (D)	R	R
24. Simon (D)	R	R
INDIANA		
1. Benjamin (D)	R	R
2. Fithian (D)	R	R
3. Brademas (D)	PR	A
4. Quayle (R)	A	W
5. Hillis (R)	W	R
6. Evans (D)	A	R
7. Myers (R)	A	W
8. Cornwell (D)	R	R
9. Hamilton (D)	A	R
10. Sharp (D)	R	R
11. Jacobs (D)	W	R
IOWA		
1. Leach (R)	PW	W
2. Blouin (D)	W	R
3. Grassley (R)	W	W
4. Smith (D)	R	R
5. Harkin (D)	R	R
6. Bedell (D)	W	R
KANSAS		
1. Sebelius (R)	W	W
2. Keys (D)	W	R
3. Winn (R)	PW	W
4. Glickman (D)	W	W
5. Skubitz (R)	PW	W
KENTUCKY		
1. Hubbard (D)	W	R
2. Natcher (D)	R	R
3. Mazzoli (D)	A	R
4. Snyder (R)	PR	W
5. Carter (R)	R	R
6. Breckinridge (D)	R	W
7. Perkins (D)	R	R
LOUISIANA		
1. Vacancy		
2. Boggs (D)	W	R
3. Treen (R)	W	W
4. Waggonner (D)	W	W
5. Huckaby (D)	W	W
6. Moore (R)	W	W
7. Breaux (D)	W	R
8. Long (D)	W	R
MAINE		
1. Emery (R)	R	W
2. Cohen (R)	R	W
MARYLAND		
1. Bauman (R)	W	W
2. Long (D)	R	R
3. Mikulski (D)	R	R
4. Holt (R)	W	W
5. Spellman (D)	R	R
6. Byron (D)	A	W
7. Mitchell (D)	R	R
8. Steers (R)	R	R
MASSACHUSETTS		
1. Conte (R)	R	R
2. Boland (D)	A	R
3. Early (D)	A	R
4. Drinan (D)	R	R
5. Tsongas (D)	R	R
6. Harrington (D)	A	R
7. Markey (D)	R	R
8. O'Neill (D)	Speaker	
9. Moakley (D)	R	R
10. Heckler (R)	R	R
11. Burke (D)	PR	PR
12. Studds (D)	R	R
MICHIGAN		
1. Conyers (D)	R	R
2. Pursell (R)	R	R
3. Brown (R)	W	W
4. Stockman (R)	W	W
5. Sawyer (R)	A	W
6. Carr (D)	R	R
7. Kildee (D)	R	R
8. Traxler (D)	R	R
9. Vander Jagt (R)	A	W
10. Cederberg (R)	W	W
11. Ruppe (R)	R	R
12. Bonior (D)	R	R
13. Diggs (D)	R	R
14. Nedzi (D)	R	R
15. Ford (D)	PR	R
16. Dingell (D)	R	R
17. Brodhead (D)	R	R
18. Blanchard (D)	R	R
19. Broomfield (R)	W	W
MINNESOTA		
1. Quie (R)	W	R
2. Hagedorn (R)	W	W
3. Frenzel (R)	PW	W
4. Vento (D)	R	R
5. Fraser (D)	A	R
6. Nolan (D)	A	R
7. Stangeland (R)	W	W
8. Oberstar (D)	R	R
MISSISSIPPI		
1. Whitten (D)	W	R
2. Bowen (D)	W	R
3. Montgomery (D)	W	W
4. Cochran (R)	W	W
5. Lott (R)	PW	W
MISSOURI		
1. Clay (D)	R	R
2. Young (D)	PW	R
3. Gephardt (D)	W	R
4. Skelton (D)	A	R
5. Bolling (D)	R	R
6. Coleman (R)	W	W
7. Taylor (R)	W	W
8. Ichord (D)	W	W
9. Volkmer (D)	W	R
10. Burlison (D)	R	R
MONTANA		
1. Baucus (D)	R	R
2. Marlenee (R)	W	W
NEBRASKA		
1. Thone (R)	W	W
2. Cavanaugh (D)	R	R
3. Smith (R)	W	W
NEVADA		
AL Santini (D)	W	W
NEW HAMPSHIRE		
1. D'Amours (D)	R	R
2. Cleveland (R)	PR	R
NEW JERSEY		
1. Florio (D)	R	R
2. Hughes (D)	R	R
3. Howard (D)	R	R
4. Thompson (D)	R	R
5. Fenwick (R)	R	R
6. Forsythe (R)	R	W
7. Maguire (D)	R	R
8. Roe (D)	R	R
9. Hollenbeck (R)	R	R
10. Rodino (D)	R	R
11. Minish (D)	R	R
12. Rinaldo (R)	R	R
13. Meyner (D)	R	R
14. LeFante (D)	R	R
15. Patten (D)	R	R
NEW MEXICO		
1. Lujan (R)	W	W
2. Runnels (D)	A	W
NEW YORK		
1. Pike (D)	R	R
2. Downey (D)	R	R
3. Ambro (D)	R	A
4. Lent (R)	A	W
5. Wydler (R)	A	W
6. Wolff (D)	R	A
7. Addabbo (D)	PR	R
8. Rosenthal (D)	A	R
9. Delaney (D)	R	R
10. Biaggi (D)	R	R
11. Scheuer (D)	R	R
12. Chisholm (D)	PR	R
13. Solarz (D)	A	R
14. Richmond (D)	R	R
15. Zeferetti (D)	PR	R
16. Holtzman (D)	R	R
17. Murphy (D)	A	R
18. Koch (D)	A	A
19. Rangel (D)	R	R
20. Weiss (D)	R	R
21. Badillo (D)	A	R
22. Bingham (D)	R	R
23. Caputo (R)	R	R
24. Ottinger (D)	R	R
25. Fish (R)	W	R
26. Gilman (R)	R	A
27. McHugh (D)	R	R
28. Stratton (D)	W	R
29. Pattison (D)	R	R
30. McEwen (R)	PR	W
31. Mitchell (R)	PR	W
32. Hanley (D)	R	R
33. Walsh (R)	A	R
34. Horton (R)	PR	R
35. Conable (R)	W	W
36. LaFalce (D)	R	R
37. Nowak (D)	R	R
38. Kemp (R)	W	W
39. Lundine (D)	A	R
NORTH CAROLINA		
1. Jones (D)	W	W
2. Fountain (D)	W	W
3. Whitley (D)	W	W
4. Andrews (D)	W	W
5. Neal (D)	W	W
6. Preyer (D)	W	W
7. Rose (D)	A	W
8. Hefner (D)	W	W
9. Martin (R)	W	W
10. Broyhill (R)	W	W
11. Gudger (D)	W	W
NORTH DAKOTA		
AL Andrews (R)	W	W
OHIO		
1. Gradison (R)	W	W
2. Luken (D)	A	R
3. Whalen (R)	R	R
4. Guyer (R)	W	W
5. Latta (R)	W	W
6. Harsha (R)	W	W
7. Brown (R)	W	W
8. Kindness (R)	W	W
9. Ashley (D)	R	R
10. Miller (R)	W	W
11. Stanton (R)	W	R
12. Devine (R)	W	W
13. Pease (D)	R	R
14. Seiberling (D)	R	R
15. Wylie (R)	W	W
16. Regula (R)	W	W
17. Ashbrook (R)	W	W
18. Applegate (D)	R	R
19. Carney (D)	A	R
20. Oakar (D)	R	R
21. Stokes (D)	R	R
22. Vanik (D)	R	R
23. Mottl (D)	A	R
OKLAHOMA		
1. Jones (D)	W	R
2. Risenhoover (D)	R	R
3. Watkins (D)	W	W
4. Steed (D)	R	R
5. Edwards (R)	W	W
6. English (D)	W	W
OREGON		
1. AuCoin (D)	R	R
2. Ullman (D)	W	R
3. Duncan (D)	W	R
4. Weaver (D)	R	R
PENNSYLVANIA		
1. Myers, M. (D)	R	R
2. Nix (D)	R	R
3. Lederer (D)	R	R
4. Eilberg (D)	R	R
5. Schulze (R)	A	W
6. Yatron (D)	R	R
7. Edgar (D)	R	R
8. Kostmayer (D)	R	R
9. Shuster (R)	W	W
10. McDade (R)	R	R
11. Flood (D)	R	R
12. Murtha (D)	R	A
13. Coughlin (R)	W	W
14. Moorhead (D)	R	R
15. Rooney (D)	R	R
16. Walker (R)	W	W
17. Ertel (D)	R	R
18. Walgren (D)	R	W
19. Goodling (R)	A	W
20. Gaydos (D)	R	R
21. Dent (D)	A	A
22. Murphy (D)	R	R
23. Ammerman (D)	R	R
24. Marks (R)	R	R
25. Myers, G. (R)	R	R
RHODE ISLAND		
1. St Germain (D)	A	R
2. Beard (D)	R	R
SOUTH CAROLINA		
1. Davis (D)	R	W
2. Spence (R)	W	W
3. Derrick (D)	W	W
4. Mann (D)	A	W
5. Holland (D)	A	W
6. Jenrette (D)	R	PW
SOUTH DAKOTA		
1. Pressler (R)	W	W
2. Abdnor (R)	W	W
TENNESSEE		
1. Quillen (R)	W	W
2. Duncan (R)	W	W
3. Lloyd (D)	R	W
4. Gore (D)	R	R
5. Allen (D)	R	R
6. Beard (R)	W	W
7. Jones (D)	R	W
8. Ford (D)	R	R
TEXAS		
1. Hall (D)	W	W
2. Wilson (D)	A	R
3. Collins (R)	W	W
4. Roberts (D)	W	R
5. Mattox (D)	R	R
6. Teague (D)	PW	PW
7. Archer (R)	W	W
8. Eckhardt (D)	R	R
9. Brooks (D)	A	R
10. Pickle (D)	R	W
11. Poage (D)	W	W
12. Wright (D)	R	R
13. Hightower (D)	W	W
14. Young (D)	A	R
15. de la Garza (D)	W	W
16. White (D)	W	W
17. Burleson (D)	W	W
18. Jordan (D)	A	R
19. Mahon (D)	W	W
20. Gonzalez (D)	R	R
21. Krueger (D)	A	W
22. Gammage (D)	PR	R
23. Kazen (D)	W	R
24. Milford (D)	A	W
UTAH		
1. McKay (D)	W	R
2. Marriott (R)	W	W
VERMONT		
AL Jeffords (R)	R	R
VIRGINIA		
1. Trible (R)	W	W
2. Whitehurst (R)	W	W
3. Satterfield (D)	W	W
4. Daniel, Robert (R)	W	W
5. Daniel, Dan (D)	W	W
6. Butler (R)	W	W
7. Robinson (R)	W	W
8. Harris (D)	R	R
9. Wampler (R)	W	W
10. Fisher (D)	R	R
WASHINGTON		
1. Pritchard (R)	W	W
2. Meeds (D)	R	R
3. Bonker (D)	R	R
4. McCormack (D)	R	R
5. Foley (D)	R	R
6. Dicks (D)	A	R
7. Cunningham (R)	PW	W
WEST VIRGINIA		
1. Mollohan (D)	R	R
2. Staggers (D)	R	R
3. Slack (D)	R	R
4. Rahall (D)	R	R
WISCONSIN		
1. Aspin (D)	R	R
2. Kastenmeier (D)	R	R
3. Baldus (D)	R	R
4. Zablocki (D)	R	R
5. Reuss (D)	R	R
6. Steiger (R)	W	W
7. Obey (D)	A	R
8. Cornell (D)	R	R
9. Kasten (R)	W	W
WYOMING		
AL Roncalio (D)	A	R

Other Links Pursued:

Retail Clerks Seal Merger With Boot & Shoe Workers

Honolulu—Delegates to the Retail Clerks' 27th convention here unanimously approved merger of their union with the 30,000-member Boot & Shoe Workers, a move that will put the Retail Clerks membership over 700,000—an all-time high.

The merger, which will take effect on Sept. 1, was approved by the Boot & Shoe Workers union at its convention in Bal Harbour, Fla., last month.

Retail Clerks President James T. Housewright, welcoming the smaller union into the RCIA's ranks, pledged to pursue a vigorous policy of building up the nation's shoe industry. "We need to be conscious of the plight of this industry," Housewright declared.

Boot & Shoe Workers President John E. Mara, who will become director of a newly created shoe division within the Retail Clerks, addressed the convention and said that while his union was proud of its 82-year history, "we have an obligation to the future and that's why our executive board and our convention voted to merge." Heavy inroads from foreign imports have severely damaged the domestic shoe industry, sorely depleting the union's membership, he noted.

Also addressing the weeklong convention were Presidents Alvin E. Heaps of the Retail, Wholesale & Dept. Store Union and Harry Poole of the Meat Cutters, both of whom spoke out in favor of proposed merger with the Retail Clerks. The three unions agreed to form a committee to explore the merger proposal in depth.

"There is no question in my mind that a proper merger is in the interest of the members of the three unions," Housewright said in his keynote address. "A merger would create a union of only slightly less than 1.5 million members. It would unify, as never before, workers employed in the retail and food industries."

Housewright reported to the convention that the Retail Clerks continues its "unparalleled record of growth," organizing more than 125,000 new members since the last convention five years ago.

Housewright and the entire slate of incumbent officers were re-elected to five-year terms by acclamation. The only change in officers came with the election of Horace Brown of Detroit as a vice president to succeed David McDonald of Cleveland, who is retiring.

Other highlights of the convention included a complete revision of the union's constitution—including changes in the union's name and a new dues schedule—adoption of a legislative program for the next five years, and addresses by a dozen speakers.

The nearly 1,000 delegates voted to change the name of the union to the Retail Clerks International Union, dropping the word Association. They also approved a constitutional amendment raising the monthly per capita tax to the international to $3.40 in 1978, $3.90 in 1979, and $4.15 in 1980. Under the old dues schedule, the per capita was $2.60. In addition, the executive board was authorized to increase the per capita in 1981 by as much as another 50 cents through Dec. 31, 1982.

The convention also approved a 5-cent monthly payment per member toward a political education fund, effective Jan. 1, 1978.

In drawing up legislative priorities, the delegates gave top spot to labor law reform. AFL-CIO Sec.-Treas. Lane Kirkland, addressing the convention, warned that "just because the Carter Administration has placed its weight on the side of labor law reform, we must not expect that the battle is as good as won." **(Separate story, Page 1.)**

Other speakers included Sen. Daniel Inouye (D-Hawaii); Shirley Carr, executive vice president of the Canadian Labor Congress; Wayne Horvitz, director of the Federal Mediation & Conciliation Service; Robert Harbrant, executive director of the AFL-CIO Food & Beverage Trades Dept.; Olga Madar, president of the Coalition of Labor Union Women, and Earl McDavid, secretary-treasurer of the AFL-CIO Union Label & Service Trades Dept.

In a report on collective bargaining advances during the past five years, the union said that its locals scored annual wage rate increases averaging 11 percent, and gains in the areas of paid vacations, holidays, successor clauses, and store-closing language.

In addition, it noted that 82 percent of all locals now have cost-of-living escalator clauses in their contracts, compared to 5 percent prior to 1972.

FOUR CENTURIES of art work depicting the struggles and skills of workers on the job is on display at the State, County & Municipal Employees headquarters in Washington. The exhibition is made up of 105 drawings, etchings, woodcuts, and lithographs by international artists dating back to the 1500s.

Kirkland Assails Deceit In Employers' Labor Bill

(Continued from Page 1)

poses a complete reversal of the national policy on labor-management relations, Kirkland stressed.

As a starter, he noted, it would delete the opening section of the National Labor Relations Act which declares that the public policy of the United States is to encourage collective bargaining and protect the right of workers to organize.

The Erlenborn bill would also:

- Prohibit the NLRB from ordering an employer to recognize a union without a secret-ballot representation election—a course, Kirkland noted, that the NLRB has taken only "as a remedy for employer unfair labor practices so flagrant and so pervasive that it was impossible for the union to obtain a majority or which destroyed the majority the union had obtained."

Thus Kirkland noted, the employer-proposed "right" for workers is the right to be subject to massive violations of the law without effective recourse.

"There is a simple method for any employer to avoid being ordered to bargain with a union without an election, "Kirkland said. "Obey the law."

- Bar a union from fining or imposing any economic sanction on a member.

There are already procedural protections against unfair disciplinary action a union might take, Kirkland noted, but rules adopted by a majority cannot be flouted with total impunity. A union should not be helpless to penalize strikebreakers or employer spies, he said.

- Require a secret-ballot vote before a strike could be called and allow the employer or 10 percent of the workers to force an election as to whether a strike should continue.

Kirkland noted that many unions now require strike votes as a matter of policy, while others choose to delegate the decision to elected officers. But under the Erlenborn bill, "if the majority votes not to strike, the majority would be barred from striking. If the majority votes to strike, the minority would not be barred from scabbing."

It is "perverted logic," Kirkland said, to allow an employer to call a union election "for any reason," and to require the NLRB to conduct strike votes would provide "yet another delaying tactic for employers."

- Compel the NLRB to dismiss unfair labor charges involving disputes which could be submitted to arbitration.

There are substantial differences between enforcement of the law and interpretation of a contract, Kirkland said. "The only 'right' granted in this section is the right of the employer to bleed the union to death financially."

- Bar the NLRB from seeking enforcement of its orders against unfair labor practices in any circuit court of appeals except the one where the offense took place.

This would prevent use of the appellate court for the District of Columbia, the "most qualified" and experienced in labor law.

Except for a section to deal with the special problems of persons whose religious beliefs do not allow them to participate in unions, Kirkland said, the so-called "bill of rights" amounts to "a bill of wrongs."

He warned that the trade union movement can't assume that the battle for labor law reform has been won because of the Carter Administration's support.

"A tremendous job confronts us," and congressmen and senators must hear from workers in their districts, Kirkland stressed.

The other side, "labor's traditional enemies," will be trying to substitute "new devices to delay, frustrate and subvert" collective bargaining rights, he said.

CWA Says Bell's Stand Sets Stage for Strike

(Continued from Page 1)

companies. The International Brotherhood of Electrical Workers and other unions represent 200,000 Bell workers. Their contracts have the same expiration date, and their locals have also authorized strike action.

There was a two-week strike against the Bell system in 1971. The longest national strike was six weeks in 1947. Watts said that if the company forces a strike this time he expects a long one.

In his statement to reporters Watts said that the ability of the Bell system to pay is not in question in view of "fantastic" 1976 profits and prospects of higher profits this year. He pointed out that a recent Bureau of Labor Statistics report found that telephone productivity had increased 10.5 percent in 1976.

He noted that job security "is one of our top priorities" because the "combined effects of automation and recession have been devastating. A hundred thousand jobs have vanished in the Bell system."

He added: "We need job security for those who may be displaced. The company ought to be agreeing to retain more people, to retrain them to reassign them on other jobs. They ought to be willing to give supplementary pensions to those who may have reached the age for early retirement when laid off, but who are not yet eligible for social security."

The company's initial offer on July 21 fell short on both money and job security, the CWA declared. The company's offer was for an increase of up to 5 percent immediately and up to 2.5 percent in each of the last two years of a projected three-year contract.

Archbishop Lucey Mourned by Labor

San Antonio, Tex. — Retired Archbishop Robert E. Lucey, a lifelong supporter of labor and liberal causes, died here at the age of 86.

"We valued his counsel and his assistance and we shall miss him," AFL-CIO President George Meany said. "He was the friend of workers and a staunch supporter of trade unionism."

Archbishop Lucey was a native of Los Angeles and served as a priest there. He was named bishop of Amarillo, Tex., in 1934 and served as archbishop of San Antonio from 1941 until his retirement in 1969.

CREATION AND FUNDING of a Labor Education & Research Center at the University of Oregon is approved with the signing of legislation by Oregon Gov. Robert W. Straub. Present for the ceremony were Oregon labor representatives, state education officials and Walter G. Davis, second from left, director of the AFL-CIO Dept. of Education. The state legislature voted a two-year appropriation of $247,278 for the center. Straub signed the bill at a dinner in Springfield, Ore., marking the 20th anniversary of the merger of the Lane County AFL and CIO central bodies.

Meany Scores Proposal:

Youth Wage Floor Assailed as Unfair

(Continued from Page 1)

charged that "those who want to sabotage this bill" resorted to stalling tactics because they couldn't win "on the merits."

Meany, Mitchell and Labor Sec. Ray Marshall strongly urged the Senate panel to resist the subminimum youth rate being sought by the Chamber of Commerce and other employer groups.

The minimum wage is intended as a single floor under the wages of all workers, Meany stressed, not "an elevator going up or down stopping at different floors depending on the age, sex, race or employability of any group of workers."

The solution to youth unemployment, he said, isn't to displace older workers with lower-paid teenagers.

Marshall told the panel, chaired by Sen. Harrison A. Williams, Jr. (D-N.J.), that the best solution to high youth unemployment is the combination of public service jobs and work experience programs provided in the recently-enacted Youth Employment Act.

"Any youth differential would encourage employers to lay off adults with families to support and replace them with young people at lower wages," Marshall warned.

Mitchell, who is Washington director of the NAACP, said the logic that "there should be some sort of subminimum wage for young people because their unemployment rate is higher" would also dictate that blacks of all ages should be paid a subminimum rate because their unemployment is also high.

"One of the basic principles that many of us have fought for throughout the years has been equality," Mitchell reminded the panel. "That includes equal pay for equal work, whether the person performing the work is black or white, male or female, young or old. Pay should be equal for the job performed—and not based on the race, sex or age of the worker."

Mitchell and Meany also strongly supported provisions in the House and Senate bills to reduce the "tip credit" that allows employers to pay only half the minimum wage to workers who receive tips from customers.

"An employee should not have to depend on the generosity of customers to earn the basic minimum wage," Meany said. He also urged the Senate to incorporate provisions of the House bill that would reduce some of the overtime exemptions now in the Fair Labor Standards Act.

The proposed index to factory wages is necessary, Meany said, to carry out the commitment of the original wage-hour law to assure at least a "minimum standard of living necessary for health, efficiency and general well-being."

The moderate annual increases such an index would provide, Meany said, will give greater stability to the economy than the present irregular pattern of catch-up increases.

In response to a question as to whether employers can afford to raise the minimum wage, Meany challenged the alternative of relying on welfare supplements so that a full-time worker can have a decent standard of living.

There's "something basically wrong," Meany said, with a system under which taxpayer money is used to subsidize "greedy employers."

Employer spokesmen also had their chance to testify before the Senate panel, with the U.S. Chamber of Commerce leading the opposition to the bill.

The Chamber's prescription: "Congress should defer minimum wage legislation for two years. . . ."

'Now, With This Exception...'

House Panel Approves Cargo Preference Bill

A cargo preference bill that would reserve a share of oil imports for American-flag tankers won a strong 31-5 endorsement from the House Merchant Marine Committee—meeting a deadline that will allow the legislation to reach the House floor this session.

The legislation is a compromise version of a 1974 cargo preference bill that President Ford vetoed. It would earmark an initial 4.5 percent of petroleum imports for U.S. tankers, rising by 1 percent a year to reach 9.5 percent.

Republican leaders in Congress sought to make political capital of President Carter's fulfillment of his campaign promise to support such legislation. The House and Senate GOP leaders and the chairman of the Republican National Committee held a joint news conference to denounce the Administration support of the bill as a "blatant political payoff" to maritime unions and shipbuilders.

The attack fizzled when a majority of committee Republicans joined in the one-sided approval of the bill.

Less than 4 percent of oil imports is now carried to the United States in American-flag ships. The Commerce Dept. estimates that by 1982, when the legislation would become fully effective, it would create between 2,500 and 3,600 "additional and much-needed jobs for American seamen."

The additional transportation cost of the American shipping, contrasted to the tanker fleets flying "flags of convenience" to escape American labor and safety standards, would average less than one-tenth of a cent a gallon on oil imports.

The Administration-backed bill was a compromise, considerably below the 20 percent cargo preference level in the bill that Ford vetoed.

Republican leaders sought to make the "political payoff" charge stick by releasing some internal White House memos, including one which summarized various options for the President and noted that rejection of any cargo preference "will be seen as a broken promise."

Carter's press secretary, Jody Powell, readily agreed that the President was carrying out a campaign promise. He said Carter had made his position "very clear" during the presidential campaign that he considered such legislation "in the country's best interest."

Filibuster Kills Senate Election Financing Plan

A filibuster by Republicans and southern Democrats killed a bill to provide partial public financing of Senate election campaigns and set a limit on spending.

The legislation clearly commanded majority support, but its sponsors were unable to muster the 60 votes needed to limit debate and bring the issue to a vote.

When the majority for cloture climbed no higher than 52-48 after three tries, Democratic leaders conceded defeat and dropped the effort.

Initially, a substantial minority of Republicans had endorsed the concept of public financing under a formula similar to that used in presidential elections. But GOP leaders pressed for "party unity" on the limitation of debate, and only three Republicans supported cloture. By contrast, 12 southern Democrats crossed over to vote with the Republicans.

The legislation, backed by the AFL-CIO, would have applied only to general elections, not primaries. It would have set spending ceilings for Senate contests in each state—ranging from $273,000 for a candidate in Alaska to $1,688,000 in California, the most populous state. Major party candidates would receive one-fourth of the spending limit initially and then could get matching grants for contributions of not more than $100.

Republicans charged the bill would favor incumbents — mostly Democrats—who presumably would need to spend less money to let the electorate know their views.

But ironically, the southern Democrats who opposed the bill saw it as encouraging opposition to incumbents by assuring Republicans of a sizeable campaign fund they might not otherwise be able to raise.

President Carter had actively supported public financing of congressional campaigns as part of the Administration's election reform proposals.

House Rejects Gasoline Tax Hike, Decontrol of Natural Gas Prices

(Continued from Page 1)

in prices charged for new gas supplies. The oil companies claimed it wasn't enough. But the total deregulation amendment was beaten, 227-199.

In a letter to House members, AFL-CIO Legislative Director Andrew J. Biemiller said the AFL-CIO opposes any increase in gasoline taxes as an incentive for conservation. The federation's position has been that the tax will not deter affluent households, but will be an unjustified hardship on workers who have no alternative to automobile transportation.

The House approved a labor-backed Davis-Bacon prevailing wage amendment to a section dealing with grants to cities and states. And it rejected a labor-opposed amendment allowing energy companies to avoid a portion of the crude oil tax by reinvesting the money.

The House scheduled an entire week of debate and section-by-section voting on the energy bill—an acknowledgement of its compexity and controversy. Then, along with the Senate, it has scheduled a recess until after Labor Day.

In a related area, Congress gave final approval to establishment of a Cabinet-level Dept. of Energy to bring together the scattered government agencies and offices dealing with energy problems.

Its first secretary is expected to be President Carter's energy adviser, James R. Schlesinger.

The AFL-CIO Executive Council earlier this year endorsed the proposed Cabinet department as "a better and more efficient mechanism for creating and implementing energy policy."

In other congressional developments:

- A House-Senate conference agreement paved the way for final passage of a long-stalled appropriations bill carrying funds for the Labor Dept. and the Dept. of Health, Education & Welfare for the fiscal year starting Oct. 1.

On job safety, the conferees included what the AFL-CIO considered the best portions from the House and Senate versions.

Thus, a House provision requiring economic impact statements with all OSHA regulations was deleted. The impact statements, now required by executive order, have been blamed for delaying issuance of health and safety standards. Also dropped by the conferees was a Senate provision that prevents any penalty on a first inspection until after an employer has been given a "reasonable time" to correct the deficiencies. Present law exempts an employer from fines only on up to 10 non-serious violations uncovered.

- The Senate Human Resources Committee voted 9-3 approval of a strengthened version of the Administration's hospital cost control proposals. Health, Education & Welfare Sec. Joseph A. Califano, Jr., termed the committee action "a dramatic first step" in checking "reckless increases" in costs.

The only exception to the 9 percent annual ceiling on rate revenue increases would be if wage increases negotiated for low-income, non-supervisory workers necessitated a higher amount.

Before the bill reaches the Senate floor, however, it must also be considered by the Finance Committee.

Swisher Retires From OCAW Post

Denver—Elwood D. Swisher, vice president of the Oil, Chemical & Atomic Workers since 1955, retired on Aug. 1.

Swisher was president of the Gas, Coke & Chemical Workers for two years until that union merged with the old Oil Workers in 1955 to form the present OCAW.

A union member for 39 years, Swisher began his work career at the Electro-Metallurgical Division of Union Carbide in Alloy, W. Va.

He served as a vice president of the former CIO and of the AFL-CIO Industrial Union Dept., and was a delegate to the International Labor Organization's chemical industries conferences in Geneva in 1969 and 1976.

Metal Unions Stress Jobs at Tokyo Meeting

Tokyo—Delegates to the second Japan-North America Metalworkers' Conference recently called on the governments of Japan, the United States and Canada to "adopt positive measures" to stimulate their national economies and create more jobs.

The delegates represented trade union organizations with metal trades members in the three countries. The conferees also agreed to exchange information and to consult on matters concerning unemployment, as well as to promote standards of conduct for multinational corporations.

The two-day conference was addressed by Japanese Labor Minister H. Ishida.

Representing North American labor organizations were Sec.-Treas. Jacob Clayman of the AFL-CIO Industrial Union Dept., Sec.-Treas. David Turner and Lonnie Bassett of the Sheet Metal Workers, Sec.-Treas. George Hutchens and George Collins of the Electrical, Radio & Machine Workers, Sec.-Treas. Gene Glover of the Machinists, Dean Clowes of the Steelworkers, and Vice President Pat Greathouse of the Auto Workers.

The trade union group also met with the Japan Economics Council to exchange views, as well as with various Japanese trade and labor groups, including Domei, the Japanese trade union organization.

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J.P. Stevens Union-Busting Strengthens Reform Drive

Rejects Subminimum:

Youth Panel Urges Wage Floor Parity

Young people who work full time for a living or part time to help finance an education testified at Senate hearings that they want no part of a subminimum youth wage.

Employer groups are pushing for a separate and lower youth wage as a means of providing needed job opportunities for teenagers—presumably at the expense of older workers who would be entitled to the full minimum wage.

Members of a youth panel who testified before the Senate Subcommittee on Labor said they didn't agree that paying less money to one group of workers is the way to solve anyone's unemployment problems.

Michael O'Leary of Louisville, Ky., a community college student who hopes to go to law school, has been working to help make ends meet since he was a high school freshman. He and his father both work at jobs paying the minimum wage, and even if the wage floor rises to $2.65 an hour it will be very difficult to meet living and school expenses.

He and people like him "don't work for fun," he told the Senate panel. "It's a grind." But "all I ask is that you make it possible for me to work at a decent wage upon which I can at least hope to live."

Other youth group witnesses included:

- Gene Lynch, executive director of Frontlash, who presented a declaration by leaders of 15 national organizations charging that a subminimum youth wage "would put adult breadwinners out of work, would drive young people deeper into poverty and would not really make a dent in the serious prob-

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Energy Bill Approved By House

A carrot-and-stick energy conservation bill passed the House with most of President Carter's proposals intact, and two Senate committees have already begun hearings on its principal ingredients.

The chief Administration proposal rejected by the House—a gasoline tax intended as a deterrent to unessential driving—is considered dead. The tax, which the AFL-CIO opposed as inequitable, was rejected by one-sided votes in the House and has little support in the Senate.

As passed by a 244-177 vote in the House—the last legislative action before Congress began a month-long recess—the energy policy bill included these provisions:

- Grants for lower-income families and tax credits for others would help pay for home insulation intended to conserve energy. Families with incomes up to 125 percent

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LOUISE BAILEY, a J. P. Stevens worker from Montgomery, Ala., is sticking with the union despite the harassments and firings the company has used to intimidate its workers. Mrs. Bailey has been a cotton mill spinner for 36 years, and her mother before her had worked in the mills from the age of 12.

Economy Stagnant:

Jobless Rate Holds At 4-Month Plateau

By James M. Shevis

The nation's jobless rate fell two-tenths of 1 percent to 6.9 percent in July, not because of an increase in jobs but largely as a result of a contraction in the size of the labor force, the Bureau of Labor Statistics reported.

"We wish that we could say these figures represent 'good news,'" AFL-CIO President George Meany said of the July jobless statistics, "but the cold fact is that for the last four months, the unemployment rate has plateaued because not enough jobs are being created to get the jobless back to work and to take care of a growing labor force."

The official jobless rate, which Meany said does not reflect true unemployment in America, was 7 percent in April, 6.9 percent in May, and 7.1 percent in June.

The labor force, which includes the number of persons with jobs or looking for work, had risen eight months in a row until last month when it declined by 340,000 after a June rise of 483,000. Nearly all of the July reduction occurred among teenagers, who had registered an unusually large increase in the previous month, BLS said.

The wide shift in the size of the labor force—up sharply in June, down as steeply in July—may have resulted from a quirk in its data collection process, BLS said. The jobs survey in June took place unusually late in the month—the 12th through the 18th—and so included more than the usual number of high school and college students who had finished school and were looking for summer work. The July

(Continued on Page 8)

Workers Cite Record At Hearing

By David L. Perlman

Roanoke Rapids, N.C.—A congressional subcommittee heard what its chairman termed "absolutely convincing evidence of the need for labor law reform" during a drama-packed day of hearings here.

Workers at the seven J. P. Stevens plants in Roanoke Rapids voted for union representation three years ago—and are still without a union contract. An NLRB complaint against the company of illegally refusing to bargain in good faith is still in the labor board's procedural mill.

To hear from the protagonists on their home ground, Rep. Frank Thompson, Jr. (D-N.J.) took advantage of the congressional recess to literally bus his House Subcommittee on Labor-Management Relations 196 miles down Interstate Route 95. The Roanoke Rapids Community Center was transformed for the day into a congressional hearing room.

Joining Thompson on the dais were Democrats Theodore S. Weiss of New York and Dale E. Kildee of Michigan, both strong supporters of worker rights, and Republican John M. Ashbrook of Ohio, an ultra-conservative who can be depended on to rush to management's defense.

The subcommittee heard from Stevens workers, at Roanoke Rapids and at the textile chain's plants elsewhere, who risked their jobs

(Continued on Page 3)

Meany Sees Need to Act On Illegals

The Carter Administration's program to deal with illegal aliens faces up to "a grave and growing problem for America, especially in this time of widespread unemployment and hardship," AFL-CIO President George Meany declared, but its proposed penalties against employers who knowingly hire undocumented workers is "much too weak."

Meany said that willful violators ought to be dealt with severely and promptly" to end the heartless exploitation of illegal aliens now going on.

The White House proposal calls for penalties of up to $1,000 for each undocumented worker know-

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Phone Settlement on Eve of Strike Credited to 'Breakthrough' Gains

Telephone workers called off their threatened nationwide strike after tentatively agreeing to a new three-year contract that President Glenn E. Watts of the Communications Workers described as "a remarkable settlement."

Watts told a news conference that the agreement with the American Telephone & Telegraph Co. provides an estimated increase of 31 percent in wages and fringe benefits, and "breakthrough" measures in the vital area of job security.

"I have no doubt whatsoever that this contract will be ratified by the overwhelming majority of our members," Watts said. "This agreement touches on every significant demand that the union made in 1977, and we and our members have every reason in the world to be very proud of our achievements."

The settlement, reached only hours before some half-million CWA members planned a midnight Aug. 6 strike, covers national terms. Local bargaining is scheduled to conclude this weekend. Final bargaining reports will be mailed to each member's home for approval or rejection, CWA said.

Two other unions representing telephone company workers also agreed to the pact, and are following separate local bargaining and ratification procedures.

President Charles H. Pillard of the International Brotherhood of Electrical Workers announced tentative settlement in behalf of 120,000 IBEW members employed by the Bell System and the Western Electric Co. The unaffiliated Telecommunications International Union represents another 70,000 phone company workers.

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JOHNSTOWN FLOOD VICTIM accepts one of hundreds of relief checks distributed by the Ladies' Garment Workers to members whose homes were damaged by the disaster. Manager Bernard Lurye of the union's Western Pennsylvania District looks on with other local staff workers. ILGWU expects total direct aid to reach $200,000, plus food and clothing, for its members in Greater Johnstown who were victimized by the flood.

Union Label Week Set for Sept. 5-10

Union Label Week will be Sept. 5-10, the AFL-CIO Union Label & Service Trades Dept. announced.

The period starting with Labor Day is traditionally used to call public attention to the union label and shop cards of AFL-CIO affiliates. Special observances are planned in a number of communities.

ILG Assists Members In Flood-Ravaged Area

Johnstown, Pa.—The Ladies' Garment Workers, whose members in the Greater Johnstown area were among those hardest hit by the July 19-20 flood, have responded quickly in taking care of their own.

Following a helicopter tour of the stricken area, ILGWU President Sol C. Chaikin and other union officers formed a committee to make on-site inspections of members' homes and give immediate assistance. More than $30,000 in amounts up to $400 already has been distributed, and the total is expected to reach $200,000.

One ILGWU member is known dead and two others are missing in the flood that claimed over 70 lives. Authorities fear that many other persons may never be found. Some 2,000 ILGWU members live here and in surrounding communities. Union officials say about 750 of them may have lost their jobs permanently due to the complete destruction of their workplaces.

Torrential rains began the night of July 19, and kept up through the following morning, causing the Conemaugh River to swell and overflow its banks. Hundreds of homes were either destroyed or heavily damaged, and the region was declared an official disaster area by President Carter.

Besides direct cash assistance, Chaikin authorized other forms of aid to needy members, including food and clothes. Accompanying him on the tour were ILGWU Sec.-Treas. Shelley Appleton and Vice Pres. Sol Hoffman, director of the union's Northeast and Western Pennsylvania region.

The ILGWU office here has been open seven days a week to take flood applications and to distribute food and clothing donated by ILGWU members in other union regions of the Northeast. The Central Pennsylvania region, one of the first to respond, sent truckloads of food, clothing and clean-up supplies.

ILGWU retirees as well as active members are eligible for assistance, including funds, if their homes were damaged. Business agents continue to take applications for help from workers at their machines or, where plants are closed due to flood damage, wherever they may find them.

The Johnstown office, which was itself inundated by the floodwaters, has placed notices in the local newspaper urging members to apply for the aid.

Many union members still are without a place to stay, and some communities do not have gas or electric service or even food.

Meany to Speak at Labor Day Mass

AFL-CIO President George Meany will be the principal speaker at ceremonies in conjunction with the annual Labor Day mass at the Shrine of the Sacred Heart in Washington, D.C.

The Sept. 5 program was announced by William Cardinal Baum, archbishop of Washington.

ITF Elects 3 Americans To Top Posts

Dublin, Ireland—Three American union officials were named to the 23-member executive board of the International Transport Workers Federation at the trade secretariat's 32nd world congress here.

They are President Thomas W. Gleason of the Longshoremen, Vice President John Peterpaul of the Machinists and Vice President J. F. Otero of the Railway & Airline Clerks. Gleason and Peterpaul were re-elected while Otero was elected to the board for the first time. Gleason also was named one of ITF's three vice presidents and Peterpaul was elected to the ITF management committee.

The congress elected Harold Lewis of England as general secretary, succeeding Charles H. Blyth, who retired after nine years in the post. Lewis had been assistant general secretary. Fritz Prechtl of Austria was re-elected ITF president for the next three years.

Over 350 delegates and 100 advisers from 176 labor organizations in 55 countries attended the week-long conference. The United States sent a delegation of 64, representing 14 American affiliates of ITF. The secretariat's affiliates claim membership of 8 million transport workers in 88 nations of the free world.

The program adopted by the congress calls for measures to curb abuses of multinational corporations, end flags-of-convenience shipping, and support trade union, women's and human rights.

Other measures called for improved work conditions and better safety in all modes of transportation. The congress also urged greater spending to improve railroad beds.

Eight sections of transportation were represented at the meeting. Rail unions sent the largest number of delegates.

In Convention Keynotes:

Political Action Alert Sounded by OCAW

Los Angeles—A call for political action to help achieve organized labor's goals was sounded at the biennial convention of the Oil, Chemical and Atomic Workers by OCAW President Al Grospiron and AFL-CIO Sec.-Treas. Lane Kirkland.

In an address opening the 14th constitutional convention, Grospiron urged the 750 delegates to mobilize voters on the local level to let lawmakers know that they want pro-labor legislation passed.

"We cannot depend on political parties, and we should not tie ourselves to either political party in this country," he said. "We have to make our programs and take our positions within the labor movement, and I want to commend the AFL-CIO for having one of the best lobbying efforts in this country."

He said that congressmen and senators "found out a long time ago that if union leaders do not rear up in the field and do not bring union members into the meeting hall, they can get by in voting against labor."

Kirkland termed the battle in Congress for meaningful labor law reform "the toughest and most crucial battle we face today."

"On our success or failure hinge all the gains American workers have made in the past and all the gains we hope to make in the future," he said.

"That is why the AFL-CIO has given reform of the labor law such a high priority, and why it is calling for all the help that our unions and their leaders and members can give."

Kirkland said the "traditional enemies of workers' rights, led by the NAM and the Chamber of Commerce and all of the front groups and offshoots spawned by the so-called National Right to Work Committee know exactly what the stakes are.

"They perceive, rightly, that our unions are all that stand between them and the freedom to dictate, exploit and tryannize over workers in any way they see fit.

"They know that if they succeed in busting unions by further undermining the National Labor Relations Act, they will also be able to undermine the Fair Labor Standards Act, the Occupational Safety & Health Act and every other protection that workers have won."

Kirkland said that even though President Carter has endorsed labor law reform, that alone will not settle the matter.

"Presidents propose, but Congress disposes," he said. "And the battle on Capitol Hill, in both houses of Congress, is going to be as tough a fight as we have ever been in."

John F. Henning, executive secretary-treasurer of the California AFL-CIO, told the delegates that the "private enterprise system is failing when the average working person of this country cannot buy a home to meet the demands of his or her family. . . . when our cities are plagued by slums, the breeders of crime. . . ."

He urged a strong alliance of minority and community groups, consumers, environmentalists and labor to bring about social change.

"We can have then the sinews of success, the sinews of political independence, and the sinews of social and economic progress for this nation," he said.

Landmark Social Insurance Benefits Signed into Law in New York State

Albany, N.Y.—Gov. Hugh L. Carey has signed into law bills that create a major breakthrough in upgrading benefits and coverage under New York's social insurance laws while at the same time providing job-creating tax incentives for industry.

Dozens of state and national union officials, led by State AFL-CIO President Raymond R. Corbett and Sec.-Treas. F. Howard Molisani, were on hand for the ceremony, and Carey noted that "you have been waiting for these bills for years."

When fully in effect, the law changes will increase maximum workers' compensation benefits for permanent and temporary total disability by 126 percent and death benefits to survivors by 72 percent. The maximum unemployment insurance benefit will be raised by one-third.

In addition, under the non-job-connected disability law, women workers are assured a minimum of 8 weeks of benefits when unable to continue work because of pregnancy and may receive up to 26 weeks of such aid if there are complications extending their absence from their jobs.

A significant factor in the down-to-the-wire negotiations involving labor, management, and a politically divided legislature was that leaders of the New York State AFL-CIO and of the influential management group, Associated Industries of New York State, Inc., engaged in serious, hard but friendly bargaining over the terms of the package. Leaders and staffs of the Republican-dominated Senate and Democratic-dominated Assembly participated and helped guide the talks.

Under the bill, workers' compensation benefits for disability sustained on and after next Jan. 1 will rise to a top of $125 a week for both permanent and temporary total disability, go to $180 next July 1 and to $215 a week the following Jan. 1. Also, the benefit for permanent partial disability will rise from $95 to $105 a week next Jan. 1. Unemployment insurance benefits will rise from $95 to $115 September 1977 and $125 a week September 1978.

As the workers' compensation benefits rise, they will be reflected in death benefits to surviving spouses and children, increasing to two-thirds of the deceased worker's average wages with a small offset for spouses who are receiving social security benefits.

Another improvement will raise the supplemental payments now being received by workers whose rate of benefit is tied to that in effect at the time of their injury to reflect the maximum benefit in effect on July 1, 1974. The previous cutoff date was July 1, 1970.

Coverage of unemployment insurance is extended to all farm workers eligible under federal law and to most state and local government workers, excepting elected officials, judges, professional athletes under contract and such. Non-professional school employees would be eligible for benefits during school vacation periods unless assured continuing employment under a contract.

Under the tax provisions of the jobless aid law, two new categories of employers whose continuity of operations is affected by seasonal factors were given new consideration. Those in the apparel industry can opt to pay at a 3 percent rate and those in the construction industry at 3.2 percent rather than at the actual rates, up to 4.2 percent, which their employment experience would dictate. The new law sets the base for payment of the tax as of next Jan. 1 at the first $6,000 of an employee's wages rather than the present $4,200.

While the labor benefit package when fully implemented is estimated to represent overall increases in payments totaling $274 million, industry was granted a series of tax credits based on business expansion and increased employment, and other tax forgiveness estimated to be worth at least $115 million.

A further assist to the economy is contained in a $750 million bond issue, backed by industry and labor, for general economic development, subject to approval by the voters in November.

Hearings Spotlight J. P. Stevens Record

Union-Busting Tactics Detailed by Workers

(Continued from Page 1)

and future by proud adherence to the union cause.

It heard from their union, the Amalgamated Clothing & Textile Workers, whose officers cited example after example of how Stevens and other union-busting employers had turned the National Labor Relations Act into "a cruel farce."

It heard from a couple of gutsy state senators, clergymen who could not be intimidated and persons prominent in other fields who came out of the textile mill communities where the struggles to organize are taking place.

They supported—eloquently, fervently, prayerfully—the labor law reform bill that Thompson introduced.

The J. P. Stevens management had been invited to testify. It declined.

On the eve of the subcommittee hearings, it submitted a written statement and press release attacking the charges against J.P. Stevens & Co. as a pack of lies and charging that the goal of the labor law reform bill is "to achieve the unionization of all American employees."

As an accommodation to the company—by far the largest employer in this community of 15,000—the motel where the subcommittee members, staff and press stayed overnight put the management news packet into each room, entering locked doors to do so after the Washington contingent had checked in.

But the company did allow on the witness stand three "loyal employees" to represent the J. P. Stevens Educational Committee, which wants the union decertified.

They were accompanied by a lawyer, who complained that the NLRB doesn't allow a decertification election while there are unfair labor practice charges pending against the employer. He thought the law should be changed to make it easier to decertify a union.

Thompson and Weiss were curious about the financing of the so-called employee committee.

Did some of its funds come from textile industry sources? There was a grudging admission that this was the case, but the witness clammed up under follow-up questioning.

He "didn't know" or "couldn't say" or chose "not to go into this" or asserted a confidential "lawyer-client relationship" when asked what part of the group's funds came from employers, how much it has collected or spent, how it came into being and how many Stevens workers were members.

Three of the true-blue employees gave brief statements which drew hoots of laughter from rows of their fellow-workers who wore hand-lettered tags declaring, "I'm a Roanoke Rapids Stevens Worker—I Support Labor Law Reform."

One loyal employee said she had no complaints about management and always did what she was told. Another said he didn't think unions were needed. And a third witness proclaimed it "against God's will" for unions to keep asking for more money.

"Money is the root of all evil," be quoted, and "we can only serve one master."

Yes, Thompson agreed, but does that one master have to be J. P. Stevens?

Congressman Kildee, who is from Flint, Mich., tried to reassure the witnesses that communities once divided over union organizing efforts soon find that both workers and their communities benefit from unions. That was his home-town experience, he said.

But the company-allied employees just looked dubious.

A different breed of worker sat alongside the ACTWU organizers to give vivid, personal testimony to the ability of a company to flout federal labor law.

Carolyn Brown, a spooler tender in Roanoke Plant No. 2, is a black woman whose 11 years as a Stevens employee convinced her that "if the union wasn't for helping the people, the company wouldn't be fighting it so hard."

She was elected to the bargaining committee when the textile union won the election in 1974 and has sat through some 60 fruitless meetings with management. The company hasn't even budged in its refusal to agree to such basics as a grievance system with arbitration. "You never get anywhere," she testified.

Another bargaining committee member, Raymond Hollowell, has worked at Stevens for 18 years and is a loom fixer at the Rosemary Mill.

Management is "just playing games with us," he testified. The company "isn't willing to give the negotiating committee here in Roanoke Rapids a cent more than it gives workers in its unorganized plants. So really, we don't get the chance to negotiate at all."

Louis Harrell, who worked at Roanoke No. 1 plant for 26 years, couldn't finish reading his prepared statement because his brown lung disease has left him so disabled. His doctor earlier had written a letter asking that he be transferred to a job where there was less cotton dust. But he got a runaround from the company because, he suspects, he was a known union supporter.

"You work your life away there," he whispered.

The Roanoke Rapids workers had already gone through the pattern of threats, harassments and firings that Stevens uses to try to keep the union from winning a representation election. But workers from Stevens plants elsewhere assured the subcommittee that the company has not changed its spots.

Tom Burroughs, who works at a Stevens plant in Aberdeen, N.C., testified that just the previous week a company guard pulled a gun on him while he was distributing union leaflets outside the plant during a shift change.

Burroughs, a Vietnam veteran, said the guard "scared the hell out of me" and "I'm still scared."

Jerry Davis, a Stevens worker from Montgomery, Ala., went to his first union organizing meeting a year ago and signed a card.

He read off the names of 11 of his fellow workers, all active union supporters who have been fired since then—and still haven't been reinstated despite an NLRB complaint charging illegal discrimination. His supervisor has piled additional work on him, he testified.

"Two more of us were fired last week. We all feel like we might be next. . . . Fear is the J. P. Stevens way of fighting the union."

Paul Hoffman, who worked 18 years at the Wallace, Ala., plant, is one union supporter who was fired. He told the subcommittee that he was called in and terminated after he and other union supporters tried to ask questions at a captive audience meeting called by management just before a representation election.

But the people who filled the civic center for the hearing are least likely to forget the testimony of Louise Bailey, who is a $3.75 an hour spinner at a Montgomery, Ala., plant now owned by Stevens.

Mrs. Bailey, a mother of five, has worked at the plant for 36 years, including a brief spell—back in 1946—under a union contract. But the union was broken then when the owner shut down the plant, and when it eventually reopened the first hired were "the non-unions."

She's trying to help her youngest son go to college, and if she lost her job at the mill "I don't know anything else to do." The mill is where she worked all her life, and her mother "went to work at the mill when she was 12."

A known union supporter at a Stevens plant is "scared every day" of losing her job, Mrs. Bailey said.

"They watch me constantly," she testified, "me and the other strong union members. The boss will come and beat on the door of the bathroom just as soon as you go in there. The company wants to show all the workers that if you're union, you can't even go to the bathroom for a minute."

She quoted a top supervisor telling workers, "Look around you. Who do you think will be the shop stewards if you have a union?"

What he was clearly trying to say, Mrs. Bailey testified, was that "the blacks would be the leaders, hoping that would turn the whites against the union."

Fellow workers she persuaded to sign union cards have been fired. "I feel responsible because I encouraged them to sign that card," she said.

Her voice breaking, Mrs. Bailey appealed to the congressmen on the dais, "We're just asking for a chance to hold our heads up. I'm trying to make it better for the young ones."

The room erupted into applause when she finished her testimony and Thompson let it continue before he gently rapped his gavel.

Congressman Ashbrook complained that the hearings were one-sided.

William DuChessi, executive vice president of ACTWU, retorted that if it were so it was only because "the company doesn't have the guts to come before the committee."

Companies like J. P. Stevens, he said, 'fire workers by the hundreds" to break union organizing drives. The Stevens chain alone has been ordered to rehire nearly 300 workers found, after years of NLRB and court proceedings, to have been illegally discharged.

ACTWU Sec.-Treas. Jacob Sheinkman, whose testimony opened the hearings, said Stevens and its copycats have turned the labor law's guarantee of worker rights into "a cruel farce."

He stressed that the union doesn't expect the government to do its organizing. But reform legislation is "essential" to restore a climate in which workers can freely exercise their right to union representation and collective bargaining.

The subcommittee heard also from workers in non-textile plants in the South. With them was North Carolina State AFL-CIO President Wilbur Hobby, who said the penalty that workers in his state have paid for their inability to get union contracts is a wage level that is $3,100 a year below the national average.

CIVIC CENTER at Roanoke Rapids, N.C., site of seven J. P. Stevens textile plants, is transformed into a congressional hearing room. On the dais are members and staff of the House Subcommittee on Labor-Management Relations. At the witness table, leaders of the Clothing & Textile Workers open the case for labor law reform that was then dramatized by the first-hand accounts of Stevens workers in the audience.

UNION BANNER is held up by members of the Clothing & Textile Workers who are still trying to negotiate a contract for the seven J. P. Stevens plants in Roanoke Rapids, N.C., where workers voted for union representation three years ago. The setting is the city's civic auditorium, where the House Labor-Management subcommittee held hearings on labor law reform.

Defense Agency Rallies 'Round the Stevens Flag

Roanoke Rapids, N.C.—The Defense Dept. provided a clear demonstration of the need for a section of the labor law reform bill that would bar federal contracts to firms that willfully violate the National Labor Relations Act.

It announced a series of contract awards shortly before the House Labor-Management subcommittee came here for a first-hand scrutiny of the long and continuing record of the J. P. Stevens textile chain in flouting federal labor law.

At the top of the contract awards list was the Stevens firm. The Defense Logistics Agency awarded the company a $3.4 million contract for cloth for army and air force uniforms, with provision for "escalation" in the second year.

Other portions of the labor law reform bill are equally applicable to the J. P. Stevens experience.

Thus, the nearly 300 workers fired for union activity would have been reinstated promptly through injunction procedures and would have been reimbursed double lost wages.

The 3,500 Roanoke Rapids workers who haven't been able to get a first contract three years after voting for union representation would be entitled to a retroactive increase based on the percentage rise in wages and benefits in other union contracts negotiated at that time.

An Equal Minimum Wage

SINCE 1951 THE NUMBER of working women in the United States has more than doubled. In the last 10 years it has increased by 40 percent. In 1975, almost 37 million women were working or seeking work—about 46 percent of all women 16 years of age and older. They made up just 40 percent of the total workforce and all the signs are that this growth will continue into the future.

Last year, for instance, 1.6 million women joined the workforce, nearly double the number of new male jobseekers. Many of these were teenagers just out of school. But many more were married women forced to seek jobs because their husbands were either unemployed or earning too little to meet family needs without the help of their wives.

Back in 1955, according to government figures, the average working woman earned 63.9 percent as much as the average working man. But by 1974 the gap had widened so that women were paid only 57.2 percent of men's pay.

There are two main reasons why the gap is widening. First, although many women are securing higher level, better paying jobs, the vast majority are still concentrated in low status occupations that provide very limited opportunity for advancement. Second, the large increase in the participation of women in the labor market means that a larger proportion of women workers are at or near the entry level.

Nine out of 10 American working women are employed in jobs that are traditionally female and traditionally low paid. They work in offices, in the needle trades, in the retail industry and in personal services.

To a much greater extent than is true of men, all that stands between these women and even more grinding poverty is the federal minimum wage. Their employers pay not one cent more than the Fair Labor Standards Act requires.

And that is why the Coalition of Labor Union Women respectfully urges this committee and the Congress to see that the minimum wage is a living wage. For millions of women the minimum wage package is an absolute necessity.

By every indication that will be true for a long time to come. Cultural and educational patterns change terribly slowly. All of the social experts agree that girls and women who need jobs will continue to find them in the traditional "female" jobs and industries, will remain concentrated on the bottom rungs of the economic ladder, will continue to earn less than their male counterparts.

And that is why CLUW holds that any proposal for a youth subminimum wage is aimed squarely at continuing and increasing the exploitation of women. The only possible outcome would be to reduce the job opportunities for older women, for the wives and mothers who need jobs the most in order to help keep their families' heads above water.

Throughout history, women have struggled for equal pay, equal opportunity and a fighting chance to make a decent life along with men. For Congress to endorse unequal pay and unequal opportunity by endorsing a discriminatory, two-level minimum wage would undo all the progress that American women have made.

—From testimony by the Coalition of Labor Union Women at Senate hearings.

AFL-CIO News

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The Fact

More U.S. Jobs:

Devaluation of American Dollar Has Positive Side for Workers

By Gus Tyler

TO MOST AMERICANS, the tiff between Dr. Arthur Burns, chairman of the Federal Reserve Board, and Michael Blumenthal, Secretary of the Treasury, over the devaluation of the dollar in the world market is a debate over an irrelevant mystery. What difference does it make to you and me if the dollar is up or down in the world market?

If we have any reaction at all, it is usually emotional. We don't like the dollar to be devalued because such a drop in the potency of the buck seems to be a drop in the power of America. It's as if the decline in the dollar is a sort of national shame, enough to make the green face of George Washington on the dollar turn scarlet with embarrassment.

Yet, despite the usually incomprehensible prose that enshrouds just about all discussions of exchange rates, the dialogue over dollar devaluation can be translated into plain talk that is relevant to plain people.

Right now, dollar devaluation would mean more jobs for Americans. Here's why:

Dollar devaluation makes it more difficult for Americans to buy things made in other countries. The reason? An American dollar can buy fewer francs, marks or yen. Hence, it is more costly to buy things made in France, Germany and Japan.

Consequently, American buyers are more likely to buy goods made in America. That means that more Americans will be at work.

Dollar devaluation also adds to American jobs in a second way. People living in countries based on francs, marks or yen can command more dollars. Hence, they will be more inclined to buy things made in America, thereby increasing our exports and expanding job opportunities here.

Dr. Burns does not want to see the dollar slip downward. He so testified to the Banking Committee of the House of Representatives. His reason? A weakened dollar would inflate the cost of imports.

In part, Dr. Burns is right because some imported products can be bought more cheaply than domestic products. But, for the most part, Dr. Burns is wrong.

Many of the items that are imported cheaply by American manufacturers, who do their work in foreign facilities, or by American chain stores that are supplied by "captive" producers overseas are no bargain for the American consumer.

First, the "markup" by the American manufacturer or retailer is so high that the consumer gets none—or little—of the advantage of the cheaper-priced import.

Second, after a first stage in which the import knocks out a whole line of American production, the import is in a "monopoly" position to inflate its prices—as it does. Just try to price those Italian shoes, for instance, that once were a bargain.

Third, the people who lose jobs as a result of a tidal wave of imports represent a hidden cost to the consumer. The resultant unemployment costs billions to the federal and local government, higher taxes to consumers. In addition there are the social costs that come from joblessness and poverty; namely, disease, crime, death.

If we list the cost of imports to the consumer—open an dhiden costs—the bargain that Dr. Burns alleges turns out to be no bargain at all.

Dr. Burns's views are not shared by Blumenthal, although one might expect that the Secretary of the Treasury would be very sensitive about the state of the dollar. Apparently, he understands that at certain times there is a positive value to the devaluation of the dollar.

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'Reform Is Essential'

Working people cannot be truly free when they have to check their rights and self-respect at the plant gates.

The National Labor Relations Act guarantees workers the right to choose freely their representatives and to bargain collectively with employers over wages, benefits and working conditions. But it has been turned into a cruel farce here and in other areas where non-union employers have entrenched themselves.

Reform is essential if the purpose of the law is to be fulfilled.

—Sec.-Treas. Jacob Sheinkman of Clothing & Textile Workers at Roanoke Rapids, N.C., Aug. 9, 1977.

More Independent, Skeptical:

Continuing Price Rises Create Tougher Breed of Consumer

By Sidney Margolius

A **MORE INDEPENDENT** and skeptical consumer is emerging from the inflationary battles of the past five years. He or she is more critical of sellers and more determined to find the best values for the family.

As several surveys have shown, much of the new value-conscious attitude is concerned with food costs. But, in buying furniture, clothing and toiletries, consumers are also showing a more practical bent, especially in the growing demand for modular and multipurpose furniture and for more durable, simpler, less "trendy" and more classic clothing.

Consumers are showing more interest in larger sizes and private brands of toiletries, detergents and other household products. Especially in buying food, the biggest item in a family budget, recent surveys have spotlighted a new value consciousness.

A survey by the Agriculture Council of America found 85 percent of consumers questioned were dissatisfied with food prices. Even that high percentage isn't too unexpected. What was revealing is that when asked what step they favored to lower food prices, 74 percent voted for a reduction in convenience packaging and advance processing. That's the new attitude of what was supposed to be the "convenience food generation."

As for "built-in maid service," another price-raising technique persistently promoted by food manufacturers and referring to ready to eat foods, 77 percent said they wanted the opposite: less "service and more price competition." When it came to cutting back on the variety and number of food items carried in supermarkets, 53 percent said no, but a substantial 40 percent wanted this potential cost-cutter too.

Two out of three consumers surveyed also said they don't think there's adequate price competition in food processing and retailing. An overwhelming 80 percent said they don't feel consumers have enough say in government decisions affecting food supplies, prices and quality.

Not only are shoppers becoming more independent, they're putting into practice their new awareness. Recent surveys have found more people using these techniques:

Seeking Specials: Supermarket News, a trade paper, and the USDA both reported consumers taking more advantage of "hot specials." At the same time, more consumers said they're making fewer shopping trips to save gas.

Planning More: In the Agriculture Dept. survey, 30 percent more said they were checking newspaper ads for food specials than in the previous year. These were often families with children. But while more are making lists before shopping to avoid impulse buying and plan meals around advertised specials, consumers are also more open-minded while shopping and are taking advantage of in-store specials.

Cooking from Scratch: About two-thirds of consumers in the USDA survey said they were preparing more food from scratch, not only to save money but for better nutrition and taste. This trend was most noticeable in lower-income households and those with children.

Buying in Bulk: Over a fourth of those questioned said they were buying in bulk more, including meats, especially when items were on special, and almost all said they would like to buy more of their needs in bulk.

Saving Coupons: Almost 30 percent said they were using food coupons more. These tended to be the younger families, with more education, larger incomes, more family members.

BUT IF CONSUMERS have become more price conscious, when it comes to nutrition they still tend to be vague, another survey shows. Even when they do have a general idea of nutritional values, often they are willing to make trade-offs in favor of price, convenience of storage and preparation, taste and availability, the A. C. Nielsen Co. reported to the Institute of Food Technologists.

Perhaps the most reassuring observation is that most consumers do give a high priority to meats and vegetables on the basis that they're "good for you" as well as tasting good. Most people included vegetables in meals because "they provide essential vitamins and minerals."

But the oversimplified "meat and vegetables" approach can lead to financial and even nutritional problems in times of high meat prices, as we're headed for later this summer. Knowledge of protein alternatives can be financially vital.

Meat, eggs, fish, poultry, cheese and other milk products all provide "complete" protein. Many cereals, grains and legumes, while "incomplete" by themselves, can be combined to supplement each other. For example, beans and rice or corn, and spaghetti and beans.

Another risk of ever-reliance on "meat and vegetables" is that some other nutritionally desirable foods may not be used much. Less than half the people questioned usually included fruit in their meals. Only about one in three used milk; about one in four, cereals.

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A 'Fair, Unfettered' Choice:

Goal of Labor Law Reforms To Assure Rights of Workers

ASSURING UNORGANIZED WORKERS "a fair and unfettered chance to choose" whether or not they have union representation is the sole aim of the Administration's labor law reform bill, Thomas R. Donahue, executive assistant to the AFL-CIO president, declared in a radio interview.

Nothing in the bill would strengthen the hand of the already-existing union in its collective bargaining, Donahue stressed. He said the measure is totally addressed to the problems of the unorganized worker who now faces "harassment and coercion," but is denied the fast and effective protections Congress intended when it wrote and adopted the Wagner Act 42 years ago. He noted that redress against employer violations of the law is commonly delayed three, four and five years. The proposed reforms would "speed up the process" and provide for prompt and speedy elections.

The reform bill zeroes in on the "recalcitrant employer . . . who chooses not to honor the nation's labor law," Donahue asserted. "The responsible employer who deals responsibly with his employees—organized or unorganized—who works within the framework of the nation's labor law, has nothing to fear" from the Administration's labor law reform proposals, he added. He was questioned by reporters on the AFL-CIO public affairs radio interview, Labor News Conference.

Donahue rejected the contention of reform opponents that the legislation is aimed at boosting union membership.

"That's clearly not what the proposal is all about," he declared. He noted that the measure would "simply give people the rights they are supposed to have and make those rights real." He said that while he believes that "given a fair choice" workers will choose to be represented by a union, even if the unions don't gain a single member, the proposed reforms will "guarantee workers their right to freely choose, and if they choose not to be represented, so be it."

The labor law reform legislation could reach the House floor in October, Donahue said, with Senate action coming shortly after the first of the year. He noted that considerable testimony has already been taken by the House Labor-Management Subcommittee.

He said that workers telling of the "difficulties they've encountered in trying to form a union, to join a union," have made a "substantial impact" in the hearings, and both the White House and the Democratic leadership in Congress are giving the reform bill the "strongest, fullest support."

By Press Associates, Inc.

THERE IT IS AGAIN. A shocking banner headline in the afternoon newspaper in the nation's capital: "Welfare Plan Wastes Half a Billion a Year."

That headline recalls A. J. Liebling's account years ago of the New York newspapers' crusade against the "Lady in Mink." Liebling, a sharp critic of publishers and their ways of making money, described how that case led a moralistic pursuit of "chiselers." It began with a front-page headline in a leading paper: "Woman in Mink With $60,000 Lived on Relief in a Hotel, Inquiry by State Discloses."

Liebling pointed out that the details in the story did not support the lead sentence reference to assets of $60,000. The woman did get a sum of money in a divorce settlement six years before. She was caring for a child and they had long since moved out of the hotel. An appraiser found the coat to be old and mangy and put its value at $300. Finally, investigators established that the woman was fully qualified to receive relief.

Welfare is, indeed, a dirty word in America and the media and a number of political leaders can take credit for making it so. Kicking around the less fortunate in society may make some people feel superior, but it does little to enlighten anyone about serious social needs.

A recent survey by the New York Times and CBS News indicates that the continuous propaganda about welfare "abuses" has created a negative image in the public mind. Yet the basic decency and compassion of the American people toward helping those in need remains intact.

The survey of 1,447 persons, reflecting the entire adult population, showed that 54 percent of the people interviewed believe that people on welfare could get along without it if they tried. And 58 percent disapproved of government-sponsored welfare programs.

Yet when the loaded word "welfare" was removed from questions, strong majorities supported the purposes of such programs—health care, food stamps, aid to those poor with dependent children.

EIGHTY-ONE PERCENT favored the government "providing financial assistance for children raised in low-income homes where one parent is missing." This is the major part of welfare assistance.

And 81 percent supported the government's "helping poor people buy food for their families at cheaper prices." This is the food stamp program.

And 82 percent favored using public funds to "pay for health care for poor people." This is the Medicaid program.

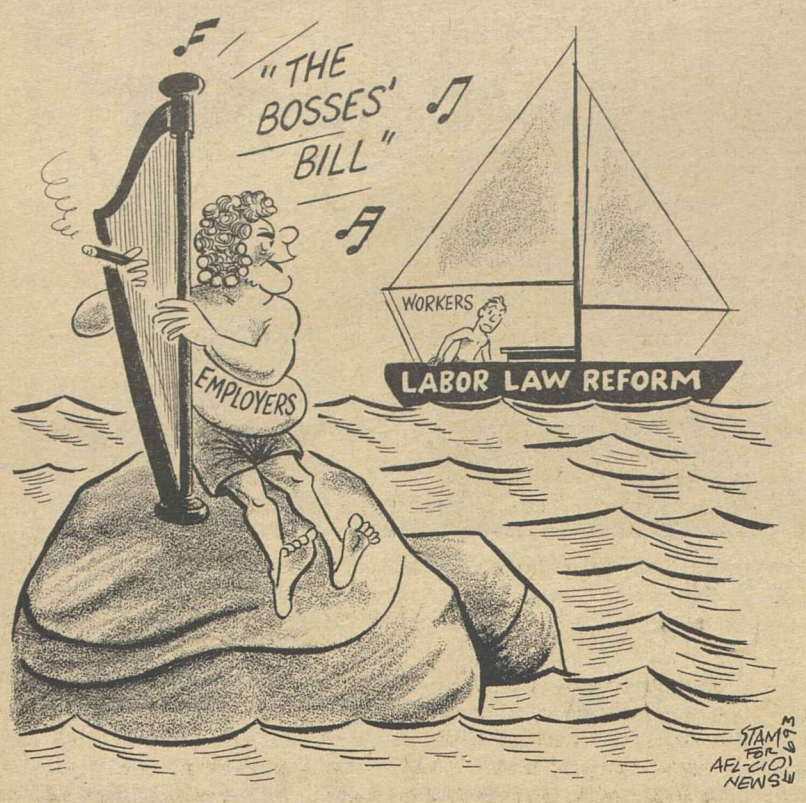
The New York Times reported that "what was all the more remarkable was that the response was much the same among all types of people—rich and poor, liberal and conservative, Democrats and Republicans."

What the survey seems to show is that the American people are far more familiar with the everyday struggles of making ends meet than their leaders give them credit for. Many have known poverty, others have known bad breaks and overcame them. In common, they are ready to help a neighbor in need.

The problem, then, seems to be one of simplifying the welfare program and making it fairer, of rooting out incompetency and eliminating inefficiency and genuine waste, and making changes to strengthen family stability. Chasing after welfare "cheats" can still capture the headlines and sell papers and perhaps win votes, but it will not solve any real problems.

LABOR LAW REFORM would only guarantee the right of unorganized workers to a free choice on union representation, not strengthen the hand of already existing unions, Thomas R. Donahue, center, executive assistant to the AFL-CIO president, declared on Labor News Conference. Questioning him were Sara Fritz of United Press International and Frank Swoboda of the Baltimore Sun. The public affairs radio program is produced by the AFL-CIO.

'Yoo Hoo!'



Labor, Consumers Join In Health Care Planning

A majority voice for consumers is the goal of a new health care planning organization supported by organized labor, consumer groups and other organizations. The new group is the National Consumer Conference on Comprehensive Health Planning.

The conference is sponsored by the AFL-CIO, the Committee for National Health Insurance, the Auto Workers, the Consumer Federation of America, the National Urban League, the National Farmers Union, the National Council of Senior Citizens, the National Coalition of Hispanic Mental Health & Human Services Organization, the Center for Law & Social Policy, the Coalition of Labor Union Women and the Mine Workers.

Richard Shoemaker of the AFL-CIO Dept. of Social Security, who chaired a recent planning meeting of the conference in Washington, said the conference "will be the consumer's opportunity to learn how we can exercise control of health planning and develop a national program to accomplish this end."

Sponsors of the conference noted that the National Health Planning & Resources Development Act of 1974 created health agencies that are responsible for the allocation of federal funds. The act requires these agencies to be governed by consumer majorities that are broadly representative of the social, economic, racial, linguistic, geographic and rural population.

"However," a conference statement said, "a continuing problem with health planning has been that doctors and hospital administrators, rather than consumers, dominate the agencies."

Roberta Feinstein, speaking for the conference, said the group hopes to become a clearinghouse of information on health planning for all interested groups in the nation. The conference hopes to establish boards of experts on health subjects that will act as advisory committees for consumers.

The 1974 law allocated about $5 billion to be turned over to local health planning agencies. Such agencies, by law, are to be controlled by consumer majorities.

The Health System Agency will be responsible for developing goals to improve the delivery of health care, to recommend hospital, nursing home and out-patient needs and to control $150 million in grants for developing new health facilities.

Among the speakers at the planning meeting were Bert Seidman, director of the AFL-CIO Dept. of Social Security; Rep. Paul Rogers (D-Fla.), chairman of the House Health subcommittee; Dr. Lorin E. Kerr, director of Occupational Health of the UMW; Max Fine of the Committee for National Health Insurance; Einar Mohn of the National Council of Senior Citizens; James Doherty, general counsel, Group Health Association of America; Edie Van Horn of the UAW; Olgar Madar, president of CLUW.

Study Rejects Wage Gains as Inflation Cause

A Washington-based economic research group reports that the United States is experiencing a new form of inflation that cannot be cured by conventional economic policies such as tightening the money supply or holding down federal spending.

In a study titled "Understanding the New Inflation: The Importance of the Basic Necessities," the Exploratory Project for Economic Alternatives argues that the persistently high inflation of the Seventies is the result of price increases for food, housing, health, and energy.

The report specifically states that the "new inflation" is not triggered by labor costs.

Taken together, the four basic necessities constitute 70 percent of the average consumption budget of 80 percent of all families in the United States, the study found.

Increases in the cost of basic necessities, which accounted for two-thirds of consumer price inflation from 1970 to 1976, were caused largely by a variety of factors that "are impossible to control through quick-fix techniques such as adjustments in the money supply or in federal budget deficits," the research group observed.

Among the pressures bringing about today's inflation, it said, are world food demand, waste and inefficiency in the food and housing industries, international resource cartels, an irrational health insurance system, land speculation, and home-financing bottlenecks.

Mind-Boggling Arguments:

Facts, Reason No Obstacles To Law Reform Opponents

Employer witnesses who testified against the labor law reform bill at House hearings have come up with some mind-boggling arguments.

Thus, the NLRB's representation election procedures shouldn't be speeded up because it might "provoke" employers into "ill-conceived actions" that would violate the law.

That's the contention of Dee Renwick, an Indiana business executive, who testified on behalf of the Council of State Chambers of Commerce.

His experience, Renwick said, is that "a substantial number of unfair labor practice charges" result from employer panic "upon learning that an organizing drive is in progress."

It would "surely" provoke an employer into even more illegal actions, Renwick suggested, if an election were ordered to be held "in only two short weeks."

An employer lawyer, testifying for the National Association of Manufacturers, explained why an employer who illegally fires a worker for union activity shouldn't be subject to any more stringent penalty than the present NLRB "remedy" of reinstatement with lost wages, minus any earnings the worker may have had from other jobs after he was fired.

The double-pay penalty that the labor law reform bill imposes would merely "encourage the lazy worker to try to get discharged," Charles G. Bakaly testified.

The NAM's chief witness was its new board chairman, R. Heath Larry, who for a generation has been the chief management negotiator for the steel industry.

Larry conceded that collective bargaining has its "merits." But he complained that it is "inflationary." He said unions often negotiate wage and benefit increases that "far exceed any subsequent increases in productivity among the members they represent."

What workers need instead of "inflationary" wage increases, the NAM official said, is the management-supported "Employee Bill of Rights" which would enhance their "freedom."

A construction firm executive disdained the term "collective bargaining" and insisted on substituting in his testimony the word "collectivism."

To Harry Downs, general counsel of the Warren Brothers firm, union repersentation elections are held to determine whether employees should be "collectivized as to their working conditions."

Downs said about 25 percent of his company's 13,000 workers nationwide are represented by unions, and made it clear he wished the proportion were smaller.

He complained that "tension" results when workers choose the path of "collectivization." That's because "the union does not deliver on its promises at its own expense. It delivers on its promises at company expense."

One byproduct of the hearings has been the demolition of the National Right to Work Committee's claim that it is not against unions, just the union shop.

The work committee's legislative director, Andrew Hare, had been quoted in the Washington Star to the effect that his organization wouldn't get into the fight over labor law reform because it didn't involve the union shop issue.

Hare's comment was a retort to a prediction by Rep. Frank Thompson, Jr. (D-N.J.) that the "right to work" group would be one of the organizations trying to defeat labor law reform. Thompson is chief House sponsor of the bill and chairman of the subcommittee holding hearings.

Despite Hare's disavowal of interest, National Right to Work Committee President Reed Larson did show up as a witness against the bill.

Larson conceded that the "precise relationship" of the legislation to the union shop "is still unclear." But his organization nevertheless is against the bill because it would "further increase the powers and privileges of union organizers."

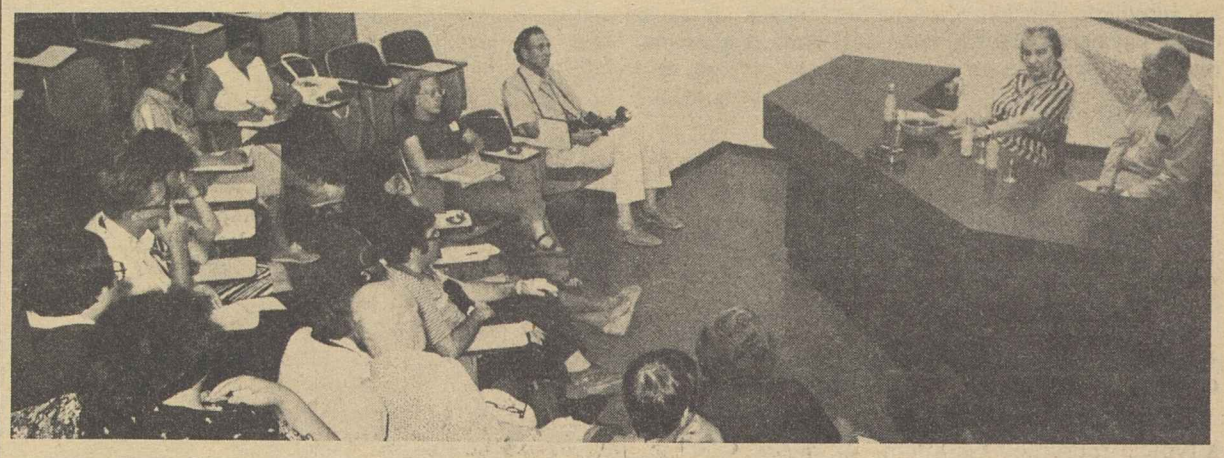
In fact, Larson contended, the entire National Labor Relations Act, "since its inception, has been severely biased against the interests of the individual employee."

The "work" committee president said the Republican-sponsored, employer-supported Employee Bill of Rights is "well-meaning" but doesn't go far enough. What is needed, he urged, is a national compulsory open shop law that would guarantee workers "the right not to join a union."

Schlesinger Takes Top Energy Post

James R. Schlesinger, President Carter's energy adviser and a former Secretary of Defense, has been confirmed by the Senate as the head of the new Cabinet-level Dept. of Energy.

His appointment was approved by voice vote on the same day the President signed the legislation creating the department.



A PRESS CONFERENCE with Golda Meir (above) was a highlight of a recent 10-day visit to Israel by a group of U.S. labor editors. The trip included visits with top Histadrut leaders, inspection of the Lebanese and Syrian borders, and meetings with Arab communities. Histadrut's relationship with the new government was discussed by Yeruchem Meshel, the labor federation's general secretary, shown in second photo greeting AFL-CIO Publications Director Saul Miller and Gregory Bardacke (center), retiring director of the American Trade Union Council for Histadrut. The editors also interviewed new immigrants from the Soviet Union, inspected medical care facilities and agricultural settlements and talked with Israeli editors and newspapermen.

National Strike Averted:

Phone Pact Brings Major New Gains

(Continued from Page 1)

Watts said the CWA leadership was "convinced that the real movement by the company came because of the overwhelming strike vote of our members and their determination on and off the job as expressed to management." He also credited Labor Sec. Ray Marshall and the Federal Mediation & Conciliation Service for their efforts in reaching the agreement.

Job security had been the major stumbling block in the negotiations. Automation and economic recession in recent years have cost 100,000 jobs in the industry. Union negotiators reached agreement with the Bell System on a Supplemental Income Protection Plan covering workers who may face layoffs or reassignment as the result of technological or other change.

The protection includes additional days off—"excused work days"—to spread jobs among more workers; retirement options providing a supplement of up to $250 a month to regular pensions for early retirees; a reassignment pay protection plan; a job relocation payment; the right of workers to refuse overtime beyond a certain number of hours, and a "just cause" provision for disciplinary actions.

Under the new contract, basic wage rates will rise by 8 percent immediately. On the first and second anniversary dates of the pact, another 3 percent increase would be added. Also, the uncapped cost-of-living clause in the old agreement would continue in force

Watts estimated that the contract's COL clause would bring the average second-year wage increase to 7.05 percent and the third-year raise to 6.68 percent.

Pension improvements include a rise in minimum monthly benefits from a range of $160-$200 to a $200-$275 range, effective Jan. 1, 1978. Also, the spouse of an active employee who dies with 15 years or more on the job will be entitled to an automatic pension, the amount of the payment being the same as if retirement occurred on the date of death.

Watts said that a person retiring under the terms of the new agreement in 1980 will receive a pension worth 28 percent more than what an AT&T employee received on retirement prior to the settlement.

For the first time, the Bell System agreed to treat pregnancy and its complications as disabilities, thus overcoming the impact of a recent Supreme Court ruling that such treatment is not required where it is not specifically spelled out in contract language. The pregnancy-disability provision includes regular sickness-absence benefits, increasing with seniority, for up to six weeks in normal pregnancies, with guaranteed reinstatement to a job of equal pay and status after delivery.

Also in the health care field, CWA negotiated improvements in both the basic medical and extraordinary medical plans. For example, beginning Jan. 1, 1978, the basic medical plan will provide for second-opinion surgery, pre-admission testing and improvements in a dozen other areas.

The union's dental expense plan was greatly expanded to cover employees who retire under the new contract. Coverage also is added for unmarried children who reside in an employee's household. In addition, the plan will provide up to $500 for orthodontic treatment for each child, starting Jan. 1, 1979, as well as surgical periodontal treatment.

Watts noted also that fee schedules will be updated to reflect price changes that have occurred since Jan. 1, 1976.

Another highlight of the new pact is a "savings and security plan" under which union members with one or more years of service may participate. For every $1 up to a range of $5-$20 allotted weekly by an employee, the company would contribute 50 cents in AT&T shares.

Bell and the unions also agreed to set up a committee to "study and recommend ways to alleviate the impact of inflation on health care programs."

BACHELOR'S DEGREES were awarded three more union officials at ceremonies at the George Meany Center for Labor Studies. Fifty-five trade unionists currently are enrolled in the center's labor studies college degree program run in cooperation with Antioch College. At the ceremonies were, from left, Fred K. Hoehler, Jr., the center's executive director, left; John Sullivan, provost of Antioch College East; Tyrone C. Perkins, degree recipient; AFL-CIO Sec.-Treas. Lane Kirkland; Arthur J. Fanale and John D. Prior, degree recipients.

3 Union Officials Awarded Degrees In Studies Center College Program

In a ceremony reflecting the increasing demands on trade union leaders for knowledge and skill, three union officers were awarded bachelor's degrees at the AFL-CIO George Meany Center for Labor Studies in Silver Spring, Md.

The three graduates, average age 49, have been studying for the past three years on their own time and at their own expense in the AFL-CIO college degree program. That program, operated in cooperation with Antioch College, offers an Antioch degree of Bachelor of Arts in Labor Studies. Fifty-five leaders of AFL-CIO unions are presently enrolled.

This year's graduates were Arthur J. Fanale, 56, former business manager of Bricklayers Local 11, Rochester, N.Y.; Tyrone C. Perkins, 51, executive secretary-treasurer of Cement, Lime and Gypsum Workers District Council 4, Birmingham, Ala., John D. Prior, 42, staff representative, Steelworkers District 29, Bay City, Mich.

AFL-CIO Sec.-Treas. Lane Kirkland, the principal speaker at the graduation, pointed out that the center and its college degree program reflect "a group recognition within labor that, in the modern world, the necessary tools of the union leader's trade are more numerous and complex." He explained:

"It is no longer possible to get by on the force of your personality or bluff or blarney—though those attributes still have their value.

"Today, Gompers old dictum of 'more' still rules, but it involves ever more spheres, issues and areas of concern.

"Today, you have to be ready to speak persuasively for your union and your members on a host of matters that cut across a variety of disciplines—international trade policy, social insurance and medical care, labor and civil rights law, safety and health, energy and natural resources policy, housing and urban affairs.

"You need to be a little bit of an economist, a bit of a lawyer, a bit of a salesman and publicist, a bit of an accountant and actuary, a bit of a sociologist and a bit of a psychologist and philosopher—in short a bit of a lot of other people's specialties.

"Education cannot substitute for experience but it can help to enlighten and confirm it and to avoid the needless repetition of bad experience.

"This center and its program are designed to help good men and women sharpen their tools and wits and to be more comfortable in their use.

"The college degree program is a further expression of labor's basic goal and function—to carry on a continuing revolution in human society by democratizing all the values and good things of life that were once reserved for the privileged few. We are doing that with health and housing and leisure, and we intend to do it with learning in a way that never sacrifices or sells out but maintains and enlarges human freedom."

John Sullivan of Baltimore, provost of Antioch College East, presented the three diplomas, expressing Antioch's "pleasure with this association" with the George Meany Center.

"Higher education should be an opportunity to function as an instrument of social change," he declared and "this center's college degree program is an important realization of that fact."

Fred K. Hoehler, Jr., the center's executive director, introduced the speakers after warning that the occasion could not be called "a commencement." Listing the ages of the three graduates, he pointed out that they "commenced their life's work a long time ago."

All three graduates had completed nearly three years of college credits at other institutions before entering the AFL-CIO college degree program three years ago.

They have since spent one week every six months on the Silver Spring campus consulting with counsellors and attending intensive classroom sessions. These classes introduced them to courses of study they would follow during the ensuing six months.

The Center's external degree program is open to all officers and staff members of AFL-CIO unions.

Mounting Budget Costs Beset Retired Couples

A retired couple living in an urban American community needed $6,738, after income tax, just to maintain an "intermediate" standard of living last fall, the Bureau of Labor Statistics reported.

The amount was 4.2 percent more than the government estimated a typical retired couple required the previous fall. Since living costs have risen even more since last autumn when BLS drew up the hypothetical budget, the total would be even higher today.

At a lower level providing no luxuries but bare living essentials, the budget for a retired couple would have cost $4,695. A higher budget would have required $10,048 in annual income.

All three hypothetical budgets include allowances for food, housing, transportation, clothing, personal care, and other items used in family living, all of which make up the total cost of family consumption. In addition, all three contain an allowance for gifts and contributions.

For the purposes of the budgets, BLS assumed a retired couple in reasonably good health, with the husband over age 65.

The lower budget cost rose by 4.3 percent between autumn 1975 and 1976 while the increase was 4.7 percent for the higher budget. The percentage increase in all three budgets was smaller than in the previous three years, BLS said.

Transportation costs accounted for the largest increases in the budgets, rising by 8.4 percent to $322 at the lower level, 9 percent to $629 in the intermediate budget, and 9.6 percent to $1,161 in the higher budget.

The increase in food costs was considerable smaller than in recent years, rising 1.1 percent, one-tenth of 1 percent, and two-tenths of 1 percent in the lower, intermediate, and higher budgets, respectively.

Housing costs went up 6.5 percent at all levels, reaching $1,613 in the lower budget, $2,334 in the moderate budget, and $3,653 in the higher one. Housing was the largest single expenditure at all three levels.

The cost of personal care rose by 7.4 percent on the intermediate level and by 7.8 percent at the lower level.

Retired Couples' Budgets

Here is a summary of annual budgets for a typical retired couple at three levels of living in urban America in the autumn of 1976. Source: Bureau of Labor Statistics.

	Lower Budget	Intermediate Budget	Higher Budget
Total Budget	$4,695	$6,738	$10,048
Total Family Consumption	4,493	6,333	9,281
Food	1,443	1,914	2,402
Housing	1,613	2,334	3,653
Transportation	322	629	1,161
Clothing	206	347	535
Personal Care	138	202	296
Medical Care	571	574	579
Other Family Consumption	200	332	657
Other Items	202	405	767

Phelps-Dodge Pact Narrows Copper Strike

Phoenix, Ariz.—A coalition of unions representing workers in the copper industry reached agreement with Phelps-Dodge Corp. on a new three-year contract covering 3,800 hourly workers.

The settlement paralleled the pattern contract negotiated last month with Kennecott Copper Co. That agreement provided for wage increases totaling 85 cents an hour over three years and improved pension and other fringe benefits.

The Phelps-Dodge workers had struck the nation's No. 2 copper producer July 1 when their three-year contract expired. Ratification of the settlement is expected to follow.

Union members are still on strike against ASARCO, Inspiration Consolidated Copper Co., Louisiana Land & Exploration Co.'s Copper Range Co., White Pine Copper Co., and the U.S. Metals Refining Co. unit of Amax Inc.

Besides Kennecott and Phelps-Dodge, the 23-union coaltion led by the Steelworkers also has reached settlements with Magma Copper Co., Cities Service, Arco-Anaconda and Anamax.

Economy Stagnant:

Jobless Rate Holds At 4-Month Plateau

(Continued from Page 1)

figures were collected between the 10th and the 16th of the month.

Commissioner of Labor Statistics Julius Shiskin said that the leveling off in the unemployment rate was evidence of an apparent slowdown in the nation's recovery from its worst economic recession since the 1930s. Shiskin told the congressional Joint Economic Committee the "lackluster performance" of the labor markets was consistent with other signs of softness in the economy.

Total employment, as measured by the government's monthly survey of 47,000 households, fell by 118,000 to 90,561,000 in July. The decline was more than offset, however, by the 336,000 drop in the labor force, estimated at 97,305,000, and the result was a slight dip in the unemployment rate.

The decline of 218,000 in the number of unemployed workers put the official number of jobless Americans at 6,744,000 last month. But the AFL-CIO figured that true unemployment in July was closer to 9.6 million and a jobless rate of 9.8 percent.

"Our figures include those too discouraged to seek work as well as half of the 3.4 million who want full-time jobs but are forced to accept part-time employment." Meany noted. He said the decline in the official jobless rate resulted mainly from adult men and teenagers giving up their search for work because they felt there were no jobs.

"There should be no cheering when people are no longer counted as unemployed only because they have become so discouraged that they have stopped looking for jobs," he declared. BLS estimated there were 1,061,000 "discouraged" workers at the end of June. Figures on this worker category are published quarterly.

The government estimate showed that the jobless rate for teenagers fell from 18.6 percent in June to 17.4 percent last month. But while the jobless rate for white teenagers eased from 16.1 to 14.3 percent over the month, the rate for black teenagers rose from 39.4 to 40.7 percent.

Black teenage unemployment has risen from 36.2 percent in April and from 34.2 percent in July 1976. For black adult men and women, the jobless rate—estimated at 13.2 percent in both June and July—has remained more constant over the year. In July 1976, it was 12.9 percent.

The jobless rate for adult women of all races fell to 6.9 percent in July from 7.2 percent in June. The rate for adult men rose from 5 to 5.1 percent over the month. Unchanged were the rates for married men and full-time workers, 3.4 and 6.5 percent, respectively.

Nonfarm payroll jobs jumped 256,000 to 82,351,000 from June to July, the ninth consecutive monthly advance in this measure.

Nearly three-fourths of the total payroll job increase occurred in the service-producing sector of the economy. Manufacturing employment rose by 70,000 to 19.7 million, and was about evenly divided between durable and non-durable goods industries, with machinery and textile posting the largest gains. Employment in contract construction rose 35,000.

Meany Sees Growing Illegal Alien Problem

(Continued from Page 1)

ingly hired by a company. The plan also offers citizenship to aliens who entered the United States before Jan. 1, 1970, and have lived here continuously since then. It would give "non-deportable" status to aliens who arrived between 1970 and last Jan. 1, and beefs up the size of the U.S. border patrol to stem the flow of illegal immigrants.

Meany, observing that the AFL-CIO Executive Council will consider President Carter's plan in detail when it meets later this month, said the problem of illegal aliens has "grown immeasurably." He added:

"The President's program compassionately deals with the problems of individuals illegally in this country for many years and proposes stern methods for diminishing the problem in future years."

The Administration's long-awaited program for reducing the number of illegal aliens entering the United States was announced at the White House by President Carter, Labor Sec. Ray Marshall Atty. Gen. Griffin Bell, and Naturalization Service Commissioner Leonel J. Castillo. Neither the President nor the two Cabinet officers would estimate how many illegal aliens are presently in the country, but Castillo said the number was probably "between six and 12 million."

Under the President's plan, a new immigration category of "temporary resident alien" would be created for those who have lived in the United States continuously from Jan. 1, 1970 through Jan. 1, 1977. Those aliens would have to apply for such status within 12 months, and would be assured they could continue to live and work in the country for a five-year period while the government worked out a permanent solution to the illegal alien problem.

Aliens who illegally entered the country after Jan. 1, 1977, would be deported if apprehended.

The White House seeks an additional 2,000 Immigration & Naturalization Service personnel to cut down on the flow of illegal aliens from Mexico.

THE WEEK THAT WASN'T

There will be no "30" for the AFL-CIO News this year—no issue No. 30 of Vol. XXII, that is. The last issue in July was correctly identified in the folios as No. 29 of the volume year. But the following issue, dated Aug. 6, was identified as No. 31. There was no omission of an issue, just a number.

Correspondence about address corrections should be sent with attached mailing label to: AFL-CIO Subscriptions, Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

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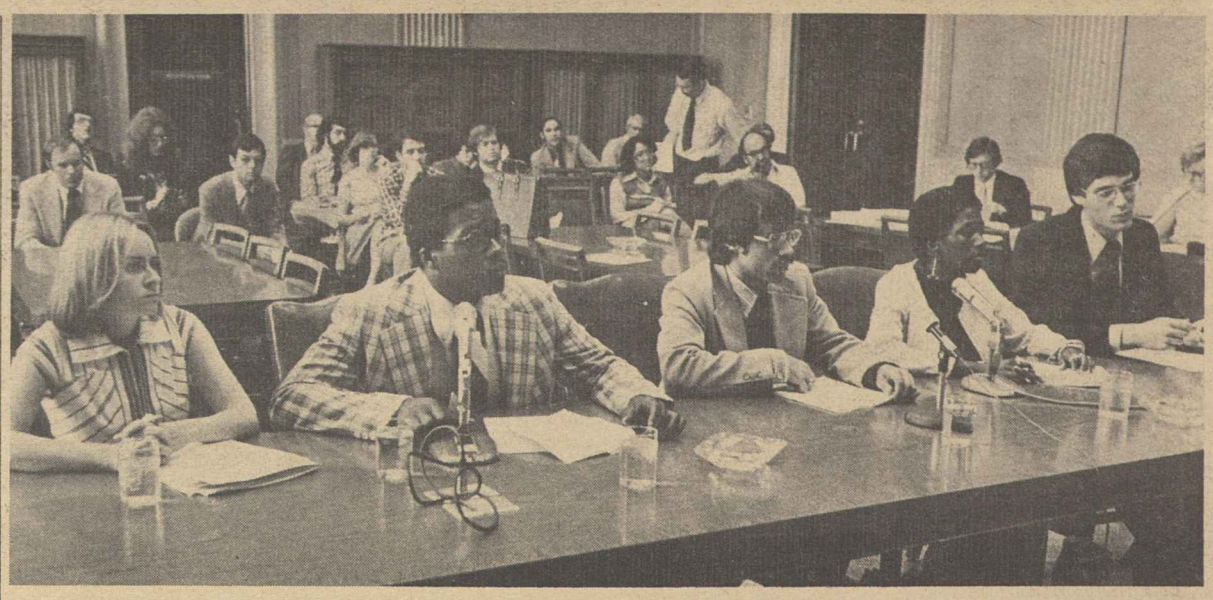

YOUTH REPRESENTATIVES urge a Senate subcommittee to raise the minimum wage for all workers and to reject employer efforts to set a separate, lower wage floor for young people. From left: Ellen Vollinger of the Americans for Democratic Action Youth Caucus; Kevin Callwood, Young Democrats of America; Gene Lynch and Debbie Peterson John of Frontlash, and Michael O'Leary, who is trying to finance his education with a job paying the minimum wage.

Youth Panel Urges Parity On Pay Floor

(Continued from Page 1)

lem of chronic youth unemployment."

- Ellen Vollinger, director of the Youth Caucus of Americans for Democratic Action, who said wages should be based on work performed and not the age of the people doing the work.
- Kevin Callwood, representing the Young Democrats of America, who said the 1,000 delegates to the organization's convention last month put passage of minimum wage legislation "at the top of the list" of needed legislation. The 100,000-member organization, he said, is "in staunch opposition to any subminimum wage for young people."

The Senate subcommittee, which is considering a companion bill to legislation already approved by the House Education & Labor Committee, also heard from women's organizations supporting the measure.

Joyce Miller, testifying for the Coalition of Labor Union Women (CLUW), stressed that women workers are concentrated at the bottom of the wage scale, working for employers who pay "not one cent more than the Fair Labor Standards Act requires."

Furthermore, she said, "millions of women would be paid even less if their employers could get away with it."

A youth subminimum, she testified, would inevitably "reduce the job opportunities for older women, for the wives and mother who need jobs the most in order to keep their families' heads above water."

Eleanor Smeal, president of the National Organization for Women (NOW), made a similar point.

Women overwhelmingly work to meet their own living expenses and to support or help support a family, not the "mythological reasons of earning a little pin money."

Besides attacking a youth subminimum as creating and perpetuating poverty, she urged support for further limiting the extent to which an employer can pay workers who receive tips less than the full minimum wage.

The National Women's Political Caucus, represented by Marialice Carter, noted that elimination of any tip credit when California's minimum wage law was increased did not lead to the loss of jobs predicted by restaurant employers. And, she stressed, "jobs for youth at the expense of jobs for marginal adult wage earners is demeaning to both."

Leslie Gladstone of the Women's Equity League joined in strong support of the legislation.

House Votes Energy Bill Minus Gas Tax Increase

(Continued from Page 1)

of the poverty level could obtain federal grants for up to $800. Taxpayers would receive a 20 percent tax credit on the first $2,000 of home insulation expenses—in effect a rebate of up to $400, to be available through 1984. An even higher tax credit would be allowed for solar and wind energy equipment.

- Natural gas prices would continue to go up under a new pricing formula, although not as abruptly as under the total deregulation plan the House rejected by a 227-199 vote.
- The Federal Energy Administration would be directed to set minimum energy efficiency standards for 13 kinds of appliances.
- **A progressively stiffer "gas guzzler tax" would be imposed on cars that don't meet rising efficiency standards, starting with the 1979 models.**
- **After this year, taxpayers who itemize their returns would no longer be able to take a federal income tax deduction for state gasoline taxes.**
- A so-called oil equalization tax would raise the controlled price of U.S. oil to the higher world market price. This would be done in three annual steps, but the tax would expire in late 1981. Oil distributors would receive a rebate on heating oil sold to homeowners, churches, schools and hospitals—and would be required to pass it on to these customers through lower prices. In the year 1978 only, revenues from the tax would be rebated to each adult taxpayer through income tax credits and to others through social security, welfare benefits, or a direct cash payment.
- **For the first time, the federal government would set minimum standards that states must meet in setting rates that utilities can charge for electricity. One standard would prohibit a utility from cancelling service to any customer when the cancellation would endanger health. Another would forbid utilities to use revenue from customers to pay for promotional or political advertising.**
- New utility power plants and new major fuel-burning installations would be barred from using either natural gas or petroleum as boiler fuel. The FEA would be empowered to compel plants capable of switching to fuels other than oil or natural gas to do so. A complicated user tax is intended to pressure industrial plants to convert, and various tax credits, including an increased investment tax credit, would provide a "carrot" incentive to do so.

The House considered the energy package as a single bill by setting up a temporary supercommittee that put together the recommendations of five legislative committees with jurisdiction over portions of the program.

By contrast, the Senate is sticking to its traditional committee jurisdiction, and has broken the energy legislation into several bills. The Finance Committee, under Sen. Russell B. Long (D-La.), will deal with all tax-related issues. Most of the other provisions are in legislation being dealt with by the Energy Committee, headed by Sen. Henry M. Jackson (D-Wash.).

Cotton-Pickin' Argument Fails on Gas Deregulation

A Republican congressman from Minnesota entered the House debate over deregulation of natural gas with an ingenious, if not entirely convincing, argument.

Rep. Thomas M. Hagedorn didn't dispute the fact that lifting all price controls on natural gas would greatly increase prices. But he sought to persuade members of Congress from cotton-growing and sheep-raising states that this would not be all bad.

"Is it not true," he asked Majority Leader Jim Wright (D-Tex.), "that perhaps if we had higher energy prices, the gentleman would be wearing a wool suit instead of a suit made from hydrocarbons, and he might be wearing cotton underwear or pajamas—if he wears pajamas to bed—instead of synthetic fibers?"

But Wright, without disclosing his pajama custom, nevertheless voted against the deregulation amendment as did a 227-199 majority of the House.

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Expanded, New Programs Urged for Apprenticeship

OSHA Sets Safety Tour Pay Policy

Employers are now required to pay workers for the time spent accompanying federal compliance officers on safety and health inspections of their workplaces.

Unions have long sought to reverse a 1972 Occupational Safety & Health Administration policy decision that allowed employers to dock employees who toured their workplaces with federal inspectors.

The new OSHA "walk-around" pay policy was announced by Assistant Labor Sec. Eula Bingham in an address to the Oil, Chemical & Atomic Workers convention in Los Angeles. OCAW has been in the thick of labor's campaign for walk-around pay since the battle began several years ago.

Dr. Bingham told the OCAW delegates the change in agency policy was long overdue, stressing that "any employer who fails to compensate employees for walk-around time will be charged with discriminating against workers" under provisions of the 1970 federal job safety act.

The paid walk-around time is not "only reasonable, but crucial if workers are going to be able to exercise their rights under the act," she declared.

"Since 1971, we have seen repeated incidents where OSHA inspections have ended up costing workers and their unions more money in lost pay than those inspections have cost employers in fines," she said.

A recent inspection of a plant in Port Neches, Tex., cost a local union $2,000 in lost wages, Dr. Bingham noted, even though the inspection resulted in no fines to the employer.

The battle over walk-around pay stems from a five-week OSHA inspection in fall of 1971 at a Mobil Oil refinery in Paulsboro, N.J., involving OCAW Local 8-831. The company refused to pay the wages of two union workers who accompanied OSHA compliance officers during the inspections.

OCAW filed a complaint with OSHA charging the company with illegal discrimination for docking the workers' wages. But George C. Guenther, then the head of OSHA, denied the OCAW complaint and instituted the "no-pay" walk-around policy in 1972. Guenther's policy decision was subsequently upheld by the courts, the latest ruling issued in 1975.

But the agency pointed out that the court decisions did not prevent OSHA from invoking section 11(c) of the act that forbids anyone from discriminating against a worker who exercises his rights under the 1970 safety law.

Union Wins Right to See Test Data

A union has the right to full access to psychological aptitude tests and scores used by an employer for promotion purposes, a federal appellate court ruled.

The 2-1 decision by the 6th Circuit U.S. Court of Appeals enforced a National Labor Relations Board order that the Detroit Edison Co. had contested. The NLRB had directed the firm to give a local of the Utility Workers the information it requested to pursue a promotion grievance.

The appellate court majority noted that it is a well-established obligation of an employer "to provide to the authorized representative of its employees information which the representative needs to perform its duties."

The two-year journey through the NLRB and the courts began when Detroit Edison bypassed 10 more senior employees to promote six less experienced workers to an "instrument man" job classification.

It based its promotion decision on an assertion that the senior employees who were passed over did not achieve the "acceptable" score unilaterally set by the company on a battery of aptitude tests. The tests are supposed to forecast future success in a particular job and the union contract specified that seniority would govern promotions when qualifications of workers are "not significantly different."

The union asked for copies of the test together with the answer sheets and scores of the employees who took it. When management refused, the union filed an unfair labor practice charge. Its position was upheld in part by an administrative law judge and in full by the NLRB.

(Continued on Page 8)

SOVIET DISSIDENT'S wife, Natalia Scharansky, discusses the plight of her husband Anatole and other human rights activists in the USSR with AFL-CIO President George Meany. Mrs. Scharansky has urged leaders in the West, including United Nations Sec.-Gen. Kurt Waldheim, to intervene with Soviet authorities to release her husband, charged with treason for spying.

In Scharansky Case:

Meany Asks Carter To Help Dissident

AFL-CIO President George Meany has asked President Carter to use his office "to the fullest extent" to impress upon the Soviet authorities the gravity of organized labor's concern for Anatole Scharansky and his associates.

Scharansky is a young Russian human rights leader who was arrested on Mar. 15 by KGB agents, shoved into a car and taken to Lefortovo prison in Moscow where he has been held ever since. No one has seen or heard from him, and he has been refused the services of a lawyer.

Meany wrote Carter that he was "deeply moved" by Scharansky's plight following an Aug. 9 meeting with the Soviet dissident's wife, Natalia. Scharansky, who has been accused of espionage for the CIA, could be sentenced to death.

"Despite her personal hardship, Mrs. Scharansky's appeal to me was not on behalf of her husband alone but on behalf of the cause he represents and which his fellow freedom fighters have joined at incalculable risk to themselves and their families," Meany said in his letter. The letter, written Aug. 10, was made public on Aug. 19.

Meany told Carter that Scharansky's arrest is "a direct and brutal response to your human rights campaign and to your efforts to achieve a fair and balanced relationship with the Soviet Union."

Scharansky's troubles with the Soviet authorities began in 1973 when he asked to emigrate to Israel. He was refused for "possession of secrets," and dismissed from his computer programmer's job at the Moscow Research Institute for Oil and Gas.

In May 1976, he joined a group within the USSR monitoring Soviet compliance with the Helsinki Final Act, an agreement signed by the Soviet Union, the United States and 33 other nations in 1975. The pact provides for freer movement of people and ideas across borders.

Scharansky's harassment by the Soviet authorities was stepped up as a consequence of his joining the monitoring group, which is chaired by Dr. Yuri Orlov.

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Jobs for All Called Key By Kirkland

By James M. Shevis

Labor, management and government leaders marked the 40th anniversary of the signing of the National Apprenticeship Act with general agreement that apprenticeship is alive and well in the United States but needs to be improved and expanded.

"Only now are we beginning to realize the full potential that lies behind this 40-year-old act," AFL-CIO Sec.-Treas. Lane Kirkland told some 600 representatives of industry, trade unions, and government gathered to celebrate the anniversary of the historic legislation.

"The most important part of the story lies ahead, in the next 40 years," Kirkland said. "We expect to see a great expansion of existing programs and the creation of a great many new ones, in industries where they have never existed before, and the labor movement is ready to do its share."

The National Apprenticeship Act, signed into law by President Franklin D. Roosevelt on Aug. 16, 1937, formulated a national policy to promote apprenticeship in American industry. The legislation enabled management and labor to convert a hodge-podge of on-the-job training programs into a system that Labor Sec. Ray Marshall describes as "a model of how a government-private partnership ought to work."

The American apprenticeship system is essentially a private institution which makes limited demands on federal resources. But the government's role of catalyst, programmer, and promoter is important to its success, and there is a

(Continued on Page 2)

Board Rule Shows Need For Reform

A new step to speed union representation elections, announced by the National Labor Relations Board, is seen as reinforcing the need for labor law reform legislation.

Under the new rule, which became effective on Aug. 15, elections to select or reject a union will be held as scheduled without regard to any challenges to a regional director's rulings. The votes will simply be impounded, and tallied after the NLRB acts on the request for review.

"The direction is right because, as the board notes, the new rule will 'speed election procedures'," Laurence Gold, the federation's special

(Continued on Page 3)

Ethical, Moral Case Stressed By Clergymen on Labor Law

To three prominent clergymen who testified together at House hearings, the case for labor law reform rests on an ethical foundation that is rooted in Judeo-Christian teachings.

The Rev. Donald W. Shriver, Jr., president of Union Theological Seminary, said workers are being denied the protection of federal labor law because unethical employers "find it more profitable to break the law than to observe it."

Rabbi Joseph Glaser, executive vice president of the Central Conference of American Rabbis, termed his testimony for the bill "a moral necessity, for whenever it is possible to turn an unjust situation into one where justice would prevail, there the religious representative must be." Failure to speak out, he said, would be "moral cowardice."

Msgr. George G. Higgins, testifying for the U.S. Catholic Conference, said his church considers the right of workers to organize among the basic human rights. It is because those rights are inadequately protected, Higgins said, that he and representatives of other religious groups were testifying together for the Administration bill.

Shriver, a Presbyterian minister, told the House Subcommittee on Labor-Management Relations that he saw first hand the intimidation of union supporters in North Carolina textile communities where he had served as a pastor.

"These were the years when the

(Continued on Page 3)

UNION APPRENTICESHIP programs provide greater equal rights and equal opportunity than any other segment of American society, AFL-CIO Sec.-Treas. Lane Kirkland told a dinner audience marking the 40th anniversary of the signing of the National Apprenticeship Act. Kirkland said the historic legislation will not realize its full potential until the nation adopts a full employment policy. The current jobs shortage is the real barrier to occupational access and advancement, he said.

Apprenticeship System's Success Spurs Call for Expanded Programs

(Continued from Page 1)

growing consensus that federal efforts should be stepped up.

The No. 1 barrier to occupational access and advancement today is a shortage of jobs, a condition that could be alleviated "if and when Congress and the Administration adopt a concentrated policy of full employment," Kirkland told the 40th anniversary dinner guests. "Only under such a policy will the full potential of the National Apprenticeship Act of 1937 be realized," he said.

President Carter sent a letter observing the system's "unique role in developing skilled workers in some of our key industries" and added that he hoped apprentice training would be extended to other industries. Marshall, who read the President's message, said that the Labor Dept. has "new initiatives under way to do this."

Four industries — construction, manufacturing, services, and transportation—employ 92 percent of the 255,000 registered apprentices in the country. But there are many other occupational fields that are ripe for apprenticeship expansion, Marshall said.

"One of our goals is to expand apprenticeship into non-traditional occupations such as police work," he said. The department's Bureau of Apprenticeship & Training, an outgrowth of the National Apprenticeship Act, is about to launch an apprentice training program for farm workers, he said, adding there are many other areas where apprenticeship could be introduced.

Marshall, who served as chairman of the Federal Committee on Apprenticeship from 1974 until his appointment as Secretary of Labor, has "advocated and worked on behalf of apprenticeship programs as hard as any man in America," Kirkland observed. The FCA, composed of 25 members representing management, labor and the general public, is an advisory committee to the Secretary of Labor.

Marshall said the Labor Dept. would continue its efforts to make apprenticeship more available to minority group members and women. Government figures show that minority group members accounted for 18.1 percent of all registered apprentices at the end of 1976 while women comprised 1.7 percent of the total. The percentages compare with 17.3 percent and 1.2 percent, respectively, at the end of 1975.

In his remarks, Kirkland stressed that the ranks of union membership "are open to all, regardless of race, creed, color, sex, politics, or anything else. That is why the American labor movement is inclusive, not exclusive.

"That is why our apprenticeship recruiters work so hard through our outreach programs to bring minority workers and women into our apprenticeship programs," he said. "I don't claim that we have reached saintly perfection in this or any other area, but I do say that equal rights and equal opportunity are closer to full realization in our unions and our workplaces and our training and apprenticeship programs than in any other part of American society."

Minority group members make up nearly 20 percent of all union apprentices, "and that number is increasing," Kirkland said.

In some trades, minority groups are even more heavily represented. Government figures show, for instance, that at the end of 1976, 46 percent of all cement mason apprentices came from minority groups. Other occupations with more than 20 percent minority group members registered as apprentices included plasterers, 38 percent; roofers, 32 percent; operating engineers, 31 percent; cooks and bakers, 30 percent, and meatcutters, 27 percent.

One innovation to the apprenticeship system that has been much discussed through the years —federal economic incentives to continue apprentice training programs during hard times—may be closer to reality than ever before, Marshall indicated in a special issue of the Labor Dept.'s Worklife magazine commemorating the 40th anniversary of the signing of the National Apprenticeship Act. Marshall says that the idea merits serious consideration. "I think it's high time we put it to use," he added.

President Thomas MacAvoy of Corning Glass Co., who represented American industry at the anniversary celebration, said that apprentice training is "enlightened self-interest" for a manufacturer.

"It's not something that costs. It pays off," said MacAvoy, whose company has 500 apprentices currently enrolled.

Other speakers at the Labor Dept.-sponsored event were Sec.-Treas. David S. Turner of the Sheet Metal Workers, and Hugh C. Murphy, administrator of the Bureau of Apprenticeship & Training.

It Costs $3 per Member To Feed U.S. Paperworm

It costs unions at least $75 million a year to provide the information and reports required by federal agencies, according to the Commission on Federal Paperwork.

The commission "found frustration and difficulty" in coping with complex reports required by the Labor-Management Reporting & Disclosure Act, civil rights and tax laws and regulations, and Dept. of Labor regulations.

Submitting the information required by the reporting and disclosure law, the commission said, costs unions $55 million a year.

That comes to about $3 a year for each union member—and nearly twice the amount of per capita affiliates pay to the AFL-CIO.

Kelley Steps Down:

Aluminum Workers Elect L. A. Holley

New Orleans—The Aluminum Workers elected L. A. Holley, the union's Region 5 director in the Northwest, to succeed Vernon E. Kelley, who is retiring as president.

Holley, 52, was picked by the 350 delegates to AWIU's 13th biennial convention here. He will serve for a four-year term. Sec.-Treas. H. Max Webster's term of office does not expire until 1979.

L. A. HOLLEY

An Elkhart, Ind., native, "Slim" Holley joined AWIU Local 300 in Vancouver, British Columbia, while an employee at the Alcoa plant there. He later served as business agent for the Vancouver Aluminum Trades Council until joining the AWIU staff in 1957 as an international representative.

He also served as a wage engineer and as the union's research director, finally becoming a regional director in Vancouver in the fall of 1975.

Kelley, in his last report to the union as president, said the organization was in "comparatively good shape, both financially and in organizing." The union finished "in the black" in the two years since its last convention, "not by any amount that is staggering, but in this day and age of plant closures and layoffs you would have to consider the financial position of the international in good shape," he said.

But the aluminum industry is in trouble, Kelley said, largely due to lack of foresight by the industry itself. Over 95 percent of the bauxite ore from which aluminum is extracted is imported by the United States, and the cost of bauxite has increased tremendously, he observed.

"Under our present method of extraction, the aluminum industry is caught in a squeeze quite similar to the Arab oil situation," Kelley said. "The companies, however, are increasing their research on the extraction of aluminum from domestic ore, which would require a great expenditure for the type of plants necessary for the extraction, but unless this is done the aluminum industry must depend upon foreign governments to furnish us our ore."

The union gave number one priority in its legislative program over the next two years to a resolution opposing national and state legislation that would require a minimum refund value on beverage containers or in any way restrict the sale of non-returnable containers. It also resolved to actively promote legislation for federally funded recycling programs.

"Recycling programs, even in their infancy, have proven highly successful in solving litter problems, providing more employment and preserving our diminishing natural resources," the union declared in a resolution.

Other resolutions supported the national boycott of Coors beer and J. P. Stevens textile products, the AFL-CIO position for a higher minimum hourly wage and for labor law reform, passage of the Health Security Act, and imposition of import quotas on shoes, color television sets, textile products, men's and women's clothing, rubber goods and other products.

Speakers included Victor Bussie, president of the Louisiana AFL-CIO; Lester H. Null, president of the Pottery Workers; Murray Finley, president of the Clothing & Textile Workers, and Earl McDavid, secretary-treasurer of the AFL-CIO Union Label & Service Trades Dept.

Married Workers' Role In Labor Force Declines

Married persons still make up the largest share of the nation's workforce but their proportion is gradually declining while that of unmarried persons is increasing, the Bureau of Labor Statistics reports.

In a new study of the marital composition of the labor force, BLS said that married persons in the workforce dropped from 69.2 percent in March 1970 to 64.7 percent in March 1976. Over the same period, the proportion of persons who have never married grew from 20.1 to 23.2 percent and that of divorced and separated persons rose from 6.8 to 9.2 percent.

BLS attributed the gradual change in the profile of the labor force to several factors. During the Seventies, the long-term decline in the participation rate of married men continued, while the rate for married women rose at about the same pace as it had during the last half of the 1960s.

Over the year ended in March 1976, the participation rate of married men edged down to 82.1 percent while the rate for married women rose slightly to a new high of 45 percent.

Other highlights of the report:

- There were 14.9 million mothers in the labor force in March 1976, of whom 11.7 million were married and living with their husbands.
- Wives in the labor force with children continued to experience greater joblessness than childless wives, and the younger the child, the more likely the mother was to be unemployed.
- Of the divorced mothers with children under age 18, about three-fourths were in the labor force in March 1976, as were well over half of the separated mothers.

Reflecting the increased labor force participation of wives, well over half of the country's 47.3 million husband-wife families in March 1976 had been multi-earner families in 1975.

Senate Committee Unanimous:

Panel Builds Case For Pregnancy Bill

A labor-supported pregnancy disability bill will go to the Senate floor with a strong and unanimous committee endorsement despite opposition from employer groups.

It would require a company to provide the same benefits to employees who are physically unable to work because of pregnancy that it provides to employees with other temporary disabilities.

The Senate Human Resources Committee said that's what Congress intended when it outlawed sex discrimination in employment through a provision of the 1964 Civil Rights Act. But a 6-3 majority of the Supreme Court ruled otherwise last December and the legislation would amend the law "to make plain" the intent of Congress.

The committee report stressed that "the bill would simply require that pregnant women be treated the same as other employees on the basis of their ability or inability to work."

Thus, when physically able to work, they must be permitted to do so "on the same conditions as other employees." And when it is necessary for them to stop work for medical reasons, they must be accorded the same benefits as "other employees who are disabled from working."

In normal pregnancies, the committee report foresees a four-to-eight-week period of disability.

An employer who does not provide disability insurance, sick pay or hospital insurance for his workers would not have to set up a benefit plan. But if he did, it could not provide inferior benefits for pregnant workers.

"If an employer, for example, has a medical plan which covers all of the medical costs of employees except for costs related to pregnancy and childbirth, he would, under this bill, have to pay all of the costs of pregnancy and childbirth for women employees as well."

The committee report cited other forms of discriminatory treatment against pregnant workers that would be barred.

Thus, employers could not set arbitrary time limits for return to work unless they set such limits for other disabled workers. Women who return after a pregnancy disability would be credited with accumulated seniority on the same basis as other workers. And pregnancy would not be a valid excuse for an employer to refuse to hire or promote a woman.

It is discriminatory practices such as these, the committee said, that "account in large part for the fact that women remain today primarily in low-paying, dead-end jobs."

Nothing in the bill would affect dependents' benefits, the committee said.

Its report challenged cost estimates used by the Chamber of Commerce to attack the bill as "demonstrably too high" and based on "erroneous" assumptions. The added cost of equalizing benefits would not impose "any undue burden on employers," the committee said.

The legislation, approved by a 13-0 vote, has 29 Senate sponsors, including Committee Chairman Harrison A. Williams, Jr. (D-N.J.) and Sen. Jacob K. Javits (R-N.Y.), the ranking Republican.

It has been pushed by a coalition of unions and women's groups and supported by the Carter Administration.

A House subcommittee has already held hearings on a companion bill.

PROMINENT CLERGYMEN spoke out for labor law reform at House hearings in Washington. From left: the Rev. Donald Shriver, president of Union Theological Seminary; Msgr. George G. Higgins of the U.S. Catholic Conference, and Rabbi Joseph Glaser, executive vice president of the Central Conference of American Rabbis.

Ethics of Labor Law Reform Bill Stressed by Prominent Clergymen

(Continued from Page 1)

owners of the Darlington Manufacturing Co. were demonstrating practically across my county line how little power the courts and the Labor Relations Board possessed for the protection of workers against managerial power to punish them for their presumption in voting for a labor union."

Procedures that allow employers to thwart the intent of the law perpetuate injustices on "people who are among the lowest paid workers in industrial America," he said. And it is basic ethics, he testified, that "procedural justice is defective so long as it obstructs substantive justice."

Glaser told the subcommittee that the Biblical injuction to "seek justice, relieve the oppressed" compels support for the labor law reform bill.

"Imbalances and loopholes that encourage unscrupulous employers to abridge human rights are antithetical to social justice."

The legal rights of workers are flouted, Glaser said, by delays in holding representation elections and processing unfair labor practice charges, and by inadequate remedies that can be invoked against those who violate the law.

Higgins said his own 30 years of experience in labor-management relations has convinced him that NLRB delays and the weakness of the board's remedies have "seriously hampered the right of workers to organize and, to a degree which can no longer be tolerated, have nullified the basic purpose" of the National Labor Relations Act.

The moral issues of which the three national religious figures spoke was further underscored when the House subcommittee moved to Roanoke Rapids, N.C., for a one-day hearing that focused on the union-busting tactics of the J. P. Stevens & Co.

Among the witnesses were clergymen from southern textile communities, including:

- The Rev. W. W. Finlator, pastor of Pullen Memorial Baptist Church in Raleigh, N.C., and former pastor of a church near Roanoke Rapids. Calling for an end to exploitation of southern workers, he urged Congress "to respond to these people without clout, who are disenfranchised" and who are being denied basic rights by corporations such as J. P. Stevens.
- The Rev. Collins Kilburn, director of social ministries for the North Carolina Council of Churches, who described how a group of 14 prominent clergymen in North Carolina had approached the J. P. Stevens controversy with "a neutral, open-minded point of view" but had been rebuffed by management. The group found both union and non-union employees fearful of the company and its power over their lives. And the "inevitable conclusion," he testified, is that "the laws on the books are simply not adequate."
- **The Rev. Charles Mulholland, pastor of St. Gabriel's Catholic Church in Greenville, N.C., who spoke of the difficulty in overcoming a class tradition in the South of subservience to the mill owners and big employers.**
- The Rev. Edward Fleming, a black minister from Roanoke Rapids, who himself had worked at a Stevens plant and testified how the NLRB has been "unable to protect the rights of workers" from a company "which can break labor laws at will."
- The Rev. William Winn of Laurinburg, N.C., who testified that passage of the labor law reform bill "would be good for the South and for the nation."

Public Agencies Stay With Social Security

Local and state governments are having second thoughts about withdrawing from the social security system so they won't have to pay the employer's share of the payroll tax.

Social Security Commissioner James B. Cardwell said public agencies that employ nearly 425,000 workers have in recent months cancelled two-year notices of withdrawal they had submitted.

Cancellation of withdrawal notices have come this year from New York City—by far the largest employer involved—the state of Alaska, and smaller agencies in seven other states.

The budget squeeze caused by the recession had brought a wave of withdrawal notices, but the actual number of workers deprived of coverage has been relative small.

"In many cases," Cardwell said, public agencies decided to stay in the social security system "after they received advice from independent actuaries that they could not duplicate social security benefits through private insurers at comparable costs."

While social security coverage is mandatory in private industry, it is optional for state and local governments. They don't have to come into the social security system. But if they do and later drop out, they can't resume coverage in the future.

The AFL-CIO Executive Council earlier this year expressed concern at the large number of withdrawal notices filed by local and state governments. It warned of adverse effects for both workers affected and the social security system itself.

"The social security protection of public employees should not be wiped out by the unilateral action of their employers," the council said. It urged that the law be changed so that once coverage is elected, it must be maintained.

In New York City, District Council 37 of the State, County & Municipal Employees had warned that withdrawal of social security benefits would precipitate a strike by city workers.

The decision of most public employers not to pull out of the social security system was termed "an encouraging development" by Executive Director John A. McCart of the AFL-CIO Public Employee Dept.

Currently about 9 million of the 12.3 million state and local government employees are covered by social security. Most of them also receive supplementary pensions from their employers, as is the case with workers in private industry.

AFL-CIO to Open Convention Dec. 8

The 12th Constitutional Convention of the AFL-CIO will take place in Los Angeles, Calif., beginning Thursday, Dec. 8, 1977.

The meetings of the convention will be in the Bonaventure Hotel.

NLRB's Rules Change Called Spur to Reform

(Continued from Page 1)

counsel, observed. "The effect is small, however, because of the 8,710 election certifications issued by the board in fiscal 1976 only 100 came after board review."

The new rule was recommended last fall by the NLRB chairman's Task Force on the National Labor Relations Board, a blue-ribbon panel of labor law experts assembled to study ways to modernize the agency's case-handling procedures. Gold, along with Patrick C. O'Donoghue, a member of a Washington, D.C., law firm that serves several AFL-CIO affiliates, represented the federation on the task force.

Gold pointed out that the "vote and impound" procedure is one of the options contemplated by President Carter in the Administration's labor law reform proposal backed by the AFL-CIO.

"The board's action indicates that this portion of the President's program is entirely workable," Gold said. "So are the proposals that can only become law by legislative action. What is needed now is prompt congressional passage of labor law reform so that the board will be able to speed election procedures in the remaining 99 percent of the representation cases the agency receives."

In the past, elections among workers to choose a union could be delayed whenever the NLRB granted a request for review. NLRB Chairman John Fanning said the new procedure "will enable parties to our elections to plan their campaigns with greater certainty and afford employees the chance to cast their ballots at a time when they are most familiar with the issues involved."

The board decided the only exception to the new procedures would be in "specific review cases where the board decides that conducting the election on the scheduled date would not be appropriate or practical because of the issues involved."

Also put into effect are two other procedural changes designed to shorten processing time. The first permits the NLRB to examine the record in evaluating a request for review, and the second authorizes the board to rule upon the issues on review at the same time that it grants the request for review.

3,500 in California Vote to Join OPEIU

Sacramento, Calif.—A 3,500-member unit of clerical employees in the California state university system has affiliated with the Office & Professional Employees.

Howard Coughlin, OPEIU president, said the group has been chartered as CASE Local 555. The group, Clerical & Allied Services Employees (CASE), represents clerical and other employees of the state colleges and universities.

Apprenticeship and Jobs

THE APPRENTICESHIP PROGRAMS we are celebrating are a part of the social revolution that got under way with the passage of the Civil Rights Act.

In the past, back to the dawn of history, apprenticeship programs have helped to preserve the status quo. There is a saying that goes back for centuries among those who live by selling their labor: "He that has a trade has an estate."

In other words, the ability to make something or do something that others cannot make or do for themselves is, quite literally, money in the bank. Skills were what working men had to leave to their sons, and that explains why the "mysteries of the craft" were so jealously guarded and why apprenticeships were largely reserved for the sons and nephews of skilled craftsmen. Workers were no more eager to share their inheritance with those less fortunate than landowners were.

American workers and their unions are convinced that the only way to preserve and increase what we have is to share it as widely as possible. We are convinced that no gains and no position can be secure while others are insecure.

And that is why the ranks of union membership are open to all, regardless of race, creed, color, sex, politics, or anything else. That is why our apprenticeship recruiters work so hard through our outreach programs to bring minority workers and women into our apprenticeship programs.

I don't claim that we have reached saintly perfection in this or any other area, but I do say that equal rights and equal opportunity are closer to full realization in our unions and our workplaces and our training and apprenticeship programs than in any other part of American society.

Members of minority groups make up nearly 20 percent of our apprentices, and in many trades they are even more heavily represented. Figures published this month by the Employment & Training Administration show that 46 percent of the cement masons' apprentices are minority workers. So are 38 percent of the plasterers', 32 percent of the roofers', 31 percent of the operating engineers', 30 percent of the cooks' and bakers', 27 percent of the meat cutters', 25 percent of the painters', and so on down the list.

WE ARE IMMENSELY PROUD of the minority apprentices and the minority journeymen in our ranks. And we are proud of the women who are moving in increasing numbers, through our apprenticeship programs, into jobs from which women have been excluded since the beginning of history.

On this anniversary, discrimination is no longer a real barrier to occupational access and advancement. Today the number one barrier is the shortage of jobs.

America and all its citizens of both sexes and all races can and will make a great deal more progress if and when the Congress adopts a full employment policy.

Only under such a policy will the full potential of the National Apprenticeship Act of 1937 be realized. Only such a policy can create the integrated society of self-supporting and self-reliant citizens that was envisioned when the foundations of the Republic were laid 200 years ago.

—From an address by AFL-CIO Sec.-Treas. Lane Kirkland.

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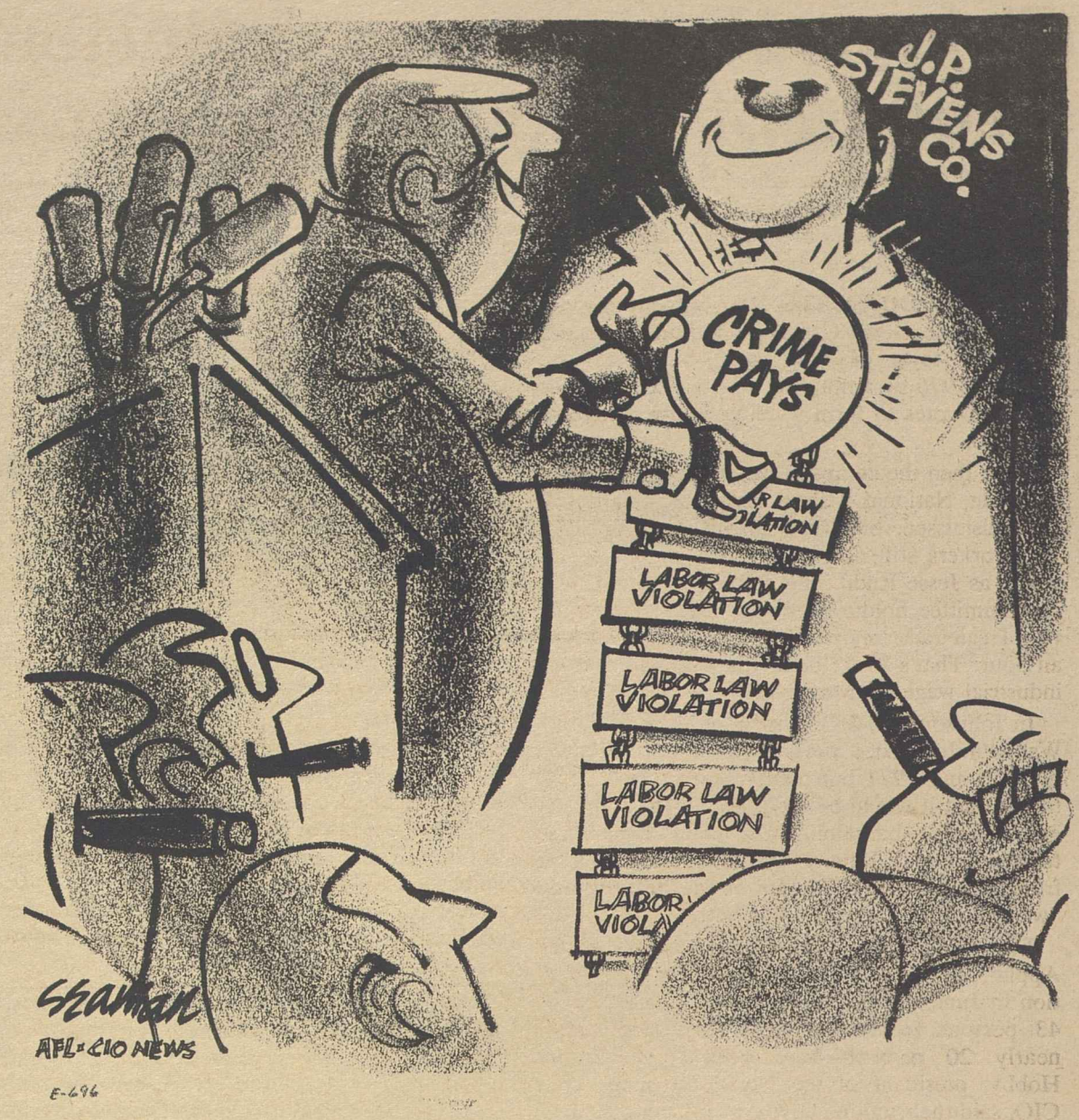

Antitrust Act Sapped:

Supreme Court Decision Allows Price-Fixers to Beat Lawsuits

By Gus Tyler

YOU BUY A CAR and you overpay because the price was fixed illegally by the car maker in collusion with other car makers. So you sue to get back your overpayment. You also ask for triple damages because the Clayton Antitrust Act says in its Section 4 that you are entitled to do so.

When you get to the court they throw out your case because you did not purchase the car directly from the car maker. (Who does?) The court says you therefore have no standing to sue and they read you the decision of the U.S. Supreme Court in the Illinois Brick case.

The Illinois Brick decision makes it virtually impossible for individual consumers, states or even the federal government to sue price-fixers, says Rep. Peter W. Rodino, Jr. (D.-N.J.) And in his role as chairman of the House Judiciary Committee he has introduced a bill "to restore effective enforcement of our antitrust laws."

Up until the high court tossed its Brick into the antitrust machinery, states had recovered hundreds of millions of dollars from price-fixers for purchases that had been made through middlemen. The wide variety of items involved suggests how widespread price fixing is and why the ultimate victims should have the right to sue.

Among price-fixed items for which damages were collected in the past were gym bleachers, library shelving, antibiotics, books, hardware, diuretic drugs, gasoline, wallboard, conduit pipes, generators, asphalt, tubing, structural steel—to note a few.

The federal government has also been hit with the Brick and—according to Rodino—"now stands to lose $205 million in single damages in just three pending cases."

The makers can be sued, of course, by the direct purchasers such as distributors or retailers. But, insists Rodino, they are not likely to do so because it is not in their best interests to do so.

In the first place the distributor or retailer (the direct purchaser) is generally the beneficiary of the inflated prices of the manufacturers. The distributor or retailer puts his usual "mark up" on top of his purchase price and then passes the total cost on to the customer. The higher the fixed price, the bigger is the take of the distributor or the retailer. So why should he sue?

In the second place, says Rodino, "the direct purchasers are often heavily dependent on their suppliers: in these cases, even the mere filing of a treble damage action could gravely impair their credit and financing arrangements with the alleged violator."

So, if the direct purchaser will not sue and if the indirect purchaser cannot, there will be no compensation to most victims of these costly white-collar crimes; there will be no punishment for those who perpetrate these felonies; and there will be no deterrence against future price-fixing violations, proclaims the enraged sponsor of legislation to reverse the court's decision.

Unless Rodino's legislation is passed, the Clayton Antitrust Act will have been killed by a blow from a blunt instrument called a Brick.

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Labor News Show Returns to Mutual

Regular nationwide broadcasts of the AFL-CIO public affairs radio interview Labor News Conference will resume Tuesday, Aug. 30, over the Mutual Broadcasting System.

Labor News Conference, featured on the Mutual network since 1961, was withdrawn by the AFL-CIO because of a strike and lockout affecting engineers, correspondents, reporters, announcers and other personnel represented by the International Brotherhood of Electrical Workers and the Television & Radio Artists. Both unions have settled their dispute and returned to work.

For exact day and time of Labor News Conference broadcasts, consult local radio listings or the local area Mutual-affiliated radio station.

Tom Wicker Writes:

Firings, Harassment, Collusion Used to Stop Southern Unions

Tom Wicker, associate editor and columnist of the New York Times, covered the House Labor subcommittee hearings in Roanoke Rapids, N.C. This column appeared Aug. 12.

NOT FAR DOWN THE ROAD from this city near the North Carolina-Virginia border, in the small town of Whittakers, N.C., workers voted in 1975 by a majority of over 200 out of a thousand votes to form a union at the American Enka Co.

Since then the company has filed 40 objections with the National Labor Relations Board; all were dismissed, but the company has appealed. The workers still don't have their union; meanwhile, as Jesse Rudd, one of them, told a House subcommittee holding hearings here, "there's no way I can raise my family" on a wage of $3.96 an hour. That's $1.52 below the national average industrial wage for March 1977.

In Johnsonville, S.C., a subcommittee was told, Wellman Industries workers lost union elections in 1970 and 1971 but finally won in 1972, only to find that it would be 1976 before the company got around to bargaining with them. Even these talks collapsed, Johnny Davis, a black worker from Hemingway, S.C., said at the hearing, and "we still don't have no union yet."

Up in Asheville, N.C., some workers at the Appletree Chevrolet Co. sought union representation in June. In the few weeks since, eight of the 43 persons in the potential bargaining unit—nearly 20 percent—have been fired. Wilbur Hobby, president of the North Carolina AFL-CIO, said their union activity was the cause.

By all odds the most famous example of this kind of industrial stonewalling is here in Roanoke Rapids, where in 1974 the 3,500 workers in seven textile plants of the J. P. Stevens & Co. voted for union representation. They still haven't got it, and have hardly even been able to negotiate for it with a company termed by a union official "the No. 1 labor law violator" in the country.

As a consequence, a national boycott of Stevens products has been launched by the Clothing & Textile Workers, and the J. P. Stevens case has become the sort of rallying point for many groups that the California farm workers used to be. At the same time the Stevens case is a dramatic symbol of the difficulties the ACTWU and the AFL-CIO face in their new push to organize the South.

The labor-management subcommittee was not holding hearings specifically on the J. P. Stevens case, but on H.R. 8410, a labor reform act proposed by President Carter to prevent such delaying and harassing tactics of which Stevens and other companies have been accused. Among other things, the bill would provide double back pay for workers illegally discharged after voting for union representation, and prohibit the awarding of federal contracts for three years to firms found to have wilfully violated NRLB orders. J. P. Stevens has just been awarded a $3.4 million contract by the Defense Logistics Agency, despite 14 citations by the NLRB for labor law violations.

What that means, economist B. R. Skelton of Clemson University told the subcommittee is that "crime pays." The proposed reform, he said, would at least "raise the cost of violating the law."

The subcommittee chairman, Frank Thompson of New Jersey, insisted that H.R. 8410 was designed to cope with "a national problem." But he and other members were left in no doubt that the problem is centered in the still largely unorganized South. North Carolina, for example, not only has the lowest average industrial wage in the nation —$4.03 in March 1977, compared to a national average of $5.48—but the fewest number of organized workers.

Two maverick members of the North Carolina legislature, Sen. William Smith of Wilmington and Rep. Thomas B. Sawyer of Greensboro, painted a picture of pervasive government and business collusion in North Carolina to prevent the coming of unions—a collusion that the Rev. W. W. Finlator of Raleigh, speaking for a group called Southerners for Economic Justice, called "sinister, subversive and un-American."

ONLY CONGRESS could give the state's workers the necessary help, Mr. Smith declared: "they are not going to get it from the government of North Carolina." And Mr. Sawyer cited a recent case in which Brockway Glass Co. wanted to locate in Person County, N.C., bringing in 1,700 jobs at an average of more than $4 an hour. The county's industrial commission voted against the plan unless the company would pledge to be non-union and pay the considerably lower prevailing wage in Person County.

J. P. Stevens and other textile company officials did not appear. But representatives of the J. P. Stevens Employees Educational Committee were on hand to testify against union representation and H.R. 8410.

Robert Valois, the group's counsel, refused to say how much of its funds came from Stevens or the textile industry; but Mr. Hobby was not at all reluctant to label Mr. Valois, whose law firm is linked politically to North Carolina's conservative Sen. Jesse Helms, as "a professional union buster."

As the hearings wore on, worker after worker testified to the need for protection against firings and harassment for union activity, and for forcing companies to bargain in good faith. "We're going to sit there forever, if it takes forever," said Carolyn Brown, who works for J.P. Stevens and negotiates for the union. "If this bill becomes law, forever may get much shorter."

In 200 Communities:

Full Employment Week Rallies Aim to Stir Action in Congress

A TURNOUT OF MILLIONS is expected for Full Employment Week events planned in some 200 communities around the nation to spur public demand that Congress end the stall on shaping effective legislation to cut depression-level unemployment.

That report was made on Labor News Conference by President Murray H. Finley of the Clothing & Textile Workers, who, with Mrs. Coretta Scott King, heads the Full Employment Action Council that is coordinating the week of activities that begins on Labor Day, Sept. 5.

Finley, a vice president of the AFL-CIO, said that hundreds of rallies, demonstrations, religious services and meetings will be keyed to "arousing indignation" that 10 million Americans are jobless in an economy that can, with solid priorities, goals and programs to meet them, provide useful jobs at decent wages for all who are willing and able to work.

Finley said that the expected mass turnout will make it clear to Congress and to the Administration that large numbers of "people of good will and decency" demand that America be put back to work. He said that Members of Congress, especially those elected with the "Watergate Class" of 1974, with a commitment to "make a better Congress, build a better United States, . . . have to have a fire built under them."

He renewed the call for passage of the Humphrey-Hawkins Full Employment & Balanced Growth bill which, he stressed, spells out an immediate and effective attack on the nation's serious and longstanding unemployment problems. He said the measure would provide the kind of coordination of the Legislative and Executive Branches that is needed to spur a full employment economy. Without that coordination, he asserted, "each arm is going its own way," while millions of workers stand in unemployment lines.

Finley disagreed with President Carter's order of priorities that puts fear of inflation ahead of jobs for the jobless. He said that the 1.4 million public service jobs that the President asked for in his welfare reform plan are only part of the solution.

By Press Associates, Inc.

MOST OF THE NATION'S jobless young people undoubtedly would consider it a rather perverse display of concern for their welfare. But Congress soon will be considering whether, if the youngsters do succeed in finding work, they should be paid even less than the federal minimum wage.

The subminimum concept has not been endorsed by the White House, nor by the key committees responsible for minimum wage legislation, nor by youth organizations nor by organized labor. It has, however, been firmly and warmly embraced by the U.S. Chamber of Commerce, and one or more members of the House friendly with the chamber will bring the idea to the floor for debate.

The chamber's reasoning runs along this line: young people are suffering high unemployment (officially 17.4 percent in July, and 40.7 percent for black teens alone) because employers have to pay them too much—the federal minimum wage. If employers were allowed to pay young people a subminimum, according to the chamber logic, the job market would expand and the young would get work.

While the chamber's avowed concern for the welfare of America's youth is laudable, critics of the subminimum concept see its impact as anything but.

Advocates of a single, across-the-board minimum wage floor can point to a number of justifications for their position, not the least of which is the stated intent of minimum wage legislation in the first place. According to the 1935 Fair Labor Standards Act, a federal minimum was being created to guarantee that workers enjoy a "minimum standard of living necesary for health, efficiency and general wellbeing."

It is because the current minimum of $2.30 an hour no longer comes near meeting that objective that President Carter has endorsed an increase in the rate to $2.65, along with regular increases in the future to keep up with the cost of living.

There is nothing in FLSA that declares it unnecessary for young people to enjoy "a minimum standard of living." Even if Congress and the public were somehow to accept the idea that young people don't have to eat as well as the rest of society, however, recent government and private studies on youth unemployment and minimum wages would counter the chamber's subminimum logic.

AN EARLIER ATTEMPT to set a subminimum based on age resulted in a 1970 study by the Labor Dept. which found that general business conditions, and not wage rates, were "the most important factor (in) explaining changes in teenage employment and unemployment."

The Labor Dept. also studied foreign experiences with youth subminimums and found:

"(It) appears reasonable to conclude that wage differentials are less important factors than rapid economic growth, structural and technological shifts, national full employment, relatively low mobility rates, and the relative shortage of young workers. A similar confluence of these factors in the American economy might well have similar effects on youth employment regardless of the wage structure."

A detailed study by Alan A. Fisher on Adult Disemployment Effects of a Youth Minimum Wage Differential, completed in mid-1975, shed some light on the question.

"The most probable trade-off of a youth differential of around 15 percent would be giving up something like 500,000 adult jobs for teenage jobs totaling a few hundred thousand more than the number of adults displaced. Any consideration of whether the long run exchange would be a net improvement for society must consider the social costs of adult unemployment compared to teenage unemployment and, therefore, reject the switch."

As Clarence Mitchell, Washington representative for the NAACP, told a recent Senate hearing on the minimum wage, creation of a youth subminimum "would be a redistribution of unemployment so there's enough misery to go around." The answer to teenage unemployment, Mitchell said, is "more jobs, not lower wages."

FULL EMPLOYMENT WEEK events in some 200 communities will press Congress to act on depression-level unemployment, President Murray H. Finley, center, of the Clothing & Textile Workers said on Labor News Conference. He was questioned by Rachelle Patterson of the Boston Globe and Robert Cooney of Press Associates, Inc. The AFL-CIO produces the radio program as a public service.

Key Vote on Natural Gas Deregulation

The House on Aug. 3 rejected a labor-opposed amendment to the energy bill that would have ended all federal regulation of natural gas prices and resulted in a big price boost to consumers. The vote was 227-199.

Right votes (R) against deregulation were cast by 210 Democrats and 17 Republicans. Voting wrong (W) were 72 Democrats and 127 Republicans.

Numerals show districts; PR—paired right; PW—paired wrong; A—absent and not paired.

ALABAMA
1. Edwards (R) W
2. Dickinson (R) W
3. Nichols (D) R
4. Bevill (D) R
5. Flippo (D) A
6. Buchanan (R) W
7. Flowers (D) W

ALASKA
AL Young (R) W

ARIZONA
1. Rhodes (R) W
2. Udall (D) R
3. Stump (D) W
4. Rudd (R) W

ARKANSAS
1. Alexander (D) R
2. Tucker (D) R
3. Hammerschmidt (R) W
4. Thornton (D) R

CALIFORNIA
1. Johnson (D) R
2. Clausen (R) W
3. Moss (D) R
4. Leggett (D) R
5. Burton John L. (D) R
6. Burton, Phillip (D) R
7. Miller (D) R
8. Dellums (D) R
9. Stark (D) R
10. Edwards (D) R
11. Ryan (D) R
12. McCloskey (R) W
13. Mineta (D) R
14. McFall (D) R
15. Sisk (D) R
16. Panetta (D) R
17. Krebs (D) R
18. Ketchum (R) W
19. Lagomarsino (R) W
20. Goldwater (R) W
21. Corman (D) R
22. Moorhead (R) W
23. Beilenson (D) R
24. Waxman (D) R
25. Roybal (D) R
26. Rousselot (R) W
27. Dornan (R) W
28. Burke (D) R
29. Hawkins (D) R
30. Danielson (D) R
31. Wilson, C. H. (D) W
32. Anderson (D) R
33. Clawson (R) W
34. Hannaford (D) W
35. Lloyd (D) R
36. Brown (D) R
37. Pettis (R) W
38. Patterson (D) R
39. Wiggins (R) W
40. Badham (R) W
41. Wilson, Bob (R) W
42. Van Deerlin (D) R
43. Burgener (R) W

COLORADO
1. Schroeder (D) W
2. Wirth (D) W
3. Evans (D) R
4. Johnson (R) W
5. Armstrong (R) W

CONNECTICUT
1. Cotter (D) R
2. Dodd (D) R
3. Giaimo (D) W
4. McKinney (R) A
5. Sarasin (R) W
6. Moffett (D) R

DELAWARE
AL Evans (R) W

FLORIDA
1. Sikes (D) R
2. Fuqua (D) W
3. Bennett (D) R
4. Chappell (D) W
5. Kelly (R) W
6. Young (R) W
7. Gibbons (D) R
8. Ireland (D) W
9. Frey (R) W
10. Bafalis (R) W
11. Rogers (D) R
12. Burke (R) W
13. Lehman (D) R
14. Pepper (D) R
15. Fascell (D) R

GEORGIA
1. Ginn (D) R
2. Mathis (D) R
3. Brinkley (D) W
4. Levitas (D) R
5. Fowler (D) R
6. Flynt (D) W
7. McDonald (D) W
8. Evans (D) R
9. Jenkins (D) R
10. Barnard (D) W

HAWAII
1. Heftel (D) R
2. Akaka (D) R

IDAHO
1. Symms (R) W
2. Hansen (R) W

ILLINOIS
1. Metcalfe (D) W
2. Murphy (D) W
3. Russo (D) R
4. Derwinski (R) W
5. Fary (D) R
6. Hyde (R) W
7. Collins (D) R
8. Rostenkowski (D) R
9. Yates (D) R
10. Mikva (D) R
11. Annunzio (D) R
12. Crane (R) W
13. McClory (R) W
14. Erlenborn (R) W
15. Corcoran (R) W
16. Anderson (R) W
17. O'Brien (R) W
18. Michel (R) W
19. Railsback (R) W
20. Findley (R) W
21. Madigan (R) W
22. Shipley (D) W
23. Price (D) R
24. Simon (D) R

INDIANA
1. Benjamin (D) R
2. Fithian (D) R
3. Brademas (D) R
4. Quayle (R) W
5. Hillis (R) W
6. Evans (D) W
7. Myers (R) W
8. Cornwell (D) W
9. Hamilton (D) R
10. Sharp (D) R
11. Jacobs (D) R

IOWA
1. Leach (R) R
2. Blouin (D) R
3. Grassley (R) W
4. Smith (D) R
5. Harkin (D) R
6. Bedell (D) R

KANSAS
1. Sebelius (R) W
2. Keys (D) R
3. Winn (R) W
4. Glickman (D) W
5. Skubitz (R) W

KENTUCKY
1. Hubbard (D) W
2. Natcher (D) W
3. Mazzoli (D) R
4. Snyder (R) R
5. Carter (R) R
6. Breckinridge (D) R
7. Perkins (D) R

LOUISIANA
1. Vacancy
2. Boggs (D) W
3. Treen (R) W
4. Waggonner (D) W
5. Huckaby (D) W
6. Moore (R) W
7. Breaux (D) W
8. Long (D) W

MAINE
1. Emery (R) W
2. Cohen (R) R

MARYLAND
1. Bauman (R) W
2. Long (D) W
3. Mikulski (D) R
4. Holt (R) W
5. Spellman (D) R
6. Byron (D) W
7. Mitchell (D) R
8. Steers (R) R

MASSACHUSETTS
1. Conte (R) R
2. Boland (D) R
3. Early (D) R
4. Drinan (D) R
5. Tsongas (D) R
6. Harrington (D) R
7. Markey (D) R
8. O'Neill (D) Speaker
9. Moakley (D) R
10. Heckler (R) R
11. Burke (D) PR
12. Studds (D) R

MICHIGAN
1. Conyers (D) R
2. Pursell (R) W
3. Brown (R) W
4. Stockman (R) W
5. Sawyer (R) W
6. Carr (D) R
7. Kildee (D) R
8. Traxler (D) R
9. Vander Jagt (R) W
10. Cederberg (R) W
11. Ruppe (R) W
12. Bonior (D) R
13. Diggs (D) R
14. Nedzi (D) R
15. Ford (D) R
16. Dingell (D) R
17. Brodhead (D) R
18. Blanchard (D) R
19. Broomfield (R) W

MINNESOTA
1. Quie (R) W
2. Hagedorn (R) W
3. Frenzel (R) W
4. Vento (D) R
5. Fraser (D) R
6. Nolan (D) R
7. Stangeland (R) W
8. Oberstar (D) R

MISSISSIPPI
1. Whitten (D) R
2. Bowen (D) W
3. Montgomery (D) W
4. Cochran (R) W
5. Lott (R) W

MISSOURI
1. Clay (D) R
2. Young (D) R
3. Gephardt (D) R
4. Skelton (D) R
5. Bolling (D) R
6. Coleman (R) W
7. Taylor (R) W
8. Ichord (D) W
9. Volkmer (D) R
10. Burlison (D) R

MONTANA
1. Baucus (D) R
2. Marlenee (R) W

NEBRASKA
1. Thone (R) W
2. Cavanaugh (D) R
3. Smith (R) W

NEVADA
AL Santini (D) W

NEW HAMPSHIRE
1. D'Amours (D) R
2. Cleveland (R) W

NEW JERSEY
1. Florio (D) R
2. Hughes (D) R
3. Howard (D) R
4. Thompson (D) R
5. Fenwick (R) R
6. Forsythe (R) W
7. Maguire (D) R
8. Roe (D) R
9. Hollenbeck (R) R
10. Rodino (D) R
11. Minish (D) R
12. Rinaldo (R) R
13. Meyner (D) R
14. LeFante (D) R
15. Patten (D) R

NEW MEXICO
1. Lujan (R) W
2. Runnels (D) W

NEW YORK
1. Pike (D) W
2. Downey (D) R
3. Ambro (D) R
4. Lent (R) W
5. Wydler (R) W
6. Wolff (D) R
7. Addabbo (D) R
8. Rosenthal (D) R
9. Delaney (D) R
10. Biaggi (D) R
11. Scheuer (D) R
12. Chisholm (D) R
13. Solarz (D) R
14. Richmond (D) R
15. Zeferetti (D) R
16. Holtzman (D) R
17. Murphy (D) R
18. Koch (D) R
19. Rangel (D) R
20. Weiss (D) R
21. Badillo (D) A
22. Bingham (D) R
23. Caputo (R) W
24. Ottinger (D) R
25. Fish (R) W
26. Gilman (R) R
27. McHugh (D) R
28. Stratton (D) R
29. Pattison (D) R
30. McEwen (R) W
31. Mitchell (R) W
32. Hanley (D) R
33. Walsh (R) R
34. Horton (R) W
35. Conable (R) W
36. LaFalce (D) R
37. Nowak (D) R
38. Kemp (R) W
39. Lundine (D) R

NORTH CAROLINA
1. Jones (D) W
2. Fountain (D) R
3. Whitley (D) R
4. Andrews (D) R
5. Neal (D) W
6. Preyer (D) R
7. Rose (D) R
8. Hefner (D) R
9. Martin (R) W
10. Broyhill (R) W
11. Gudger (D) R

NORTH DAKOTA
AL Andrews (R) W

OHIO
1. Gradison (R) W
2. Luken (D) R
3. Whalen (R) R
4. Guyer (R) W
5. Latta (R) W
6. Harsha (R) R
7. Brown (R) W
8. Kindness (R) W
9. Ashley (D) R
10. Miller (R) W
11. Stanton (R) W
12. Devine (R) W
13. Pease (D) W
14. Seiberling (D) R
15. Wylie (R) W
16. Regula (R) W
17. Ashbrook (R) W
18. Applegate (D) R
19. Carney (D) R
20. Oakar (D) R
21. Stokes (D) R
22. Vanik (D) R
23. Mottl (D) R

OKLAHOMA
1. Jones (D) W
2. Risenhoover (D) W
3. Watkins (D) W
4. Steed (D) W
5. Edwards (R) W
6. English (D) W

OREGON
1. AuCoin (D) W
2. Ullman (D) R
3. Duncan (D) R
4. Weaver (D) R

PENNSYLVANIA
1. Myers, M. (D) R
2. Nix (D) R
3. Lederer (D) R
4. Eilberg (D) R
5. Schulze (R) W
6. Yatron (D) R
7. Edgar (D) R
8. Kostmayer (D) R
9. Shuster (R) W
10. McDade (R) R
11. Flood (D) R
12. Murtha (D) A
13. Coughlin (R) W
14. Moorhead (D) R
15. Rooney (D) W
16. Walker (R) W
17. Ertel (D) R
18. Walgren (D) R
19. Goodling (R) W
20. Gaydos (D) R
21. Dent (D) A
22. Murphy (D) R
23. Ammerman (D) R
24. Marks (R) R
25. Myers, G. (R) W

RHODE ISLAND
1. St Germain (D) R
2. Beard (D) R

SOUTH CAROLINA
1. Davis (D) W
2. Spence (R) W
3. Derrick (D) W
4. Mann (D) W
5. Holland (D) W
6. Jenrette (D) R

SOUTH DAKOTA
1. Pressler (R) W
2. Abdnor (R) W

TENNESSEE
1. Quillen (R) W
2. Duncan (R) W
3. Lloyd (D) W
4. Gore (D) R
5. Allen (D) R
6. Beard (R) W
7. Jones (D) R
8. Ford (D) R

TEXAS
1. Hall (D) W
2. Wilson (D) R
3. Collins (R) W
4. Roberts (D) W
5. Mattox (D) W
6. Teague (D) PW
7. Archer (R) W
8. Eckhardt (D) R
9. Brooks (D) W
10. Pickle (D) W
11. Poage (D) W
12. Wright (D) R
13. Hightower (D) W
14. Young (D) W
15. de la Garza (D) W
16. White (D) W
17. Burleson (D) W
18. Jordan (D) R
19. Mahon (D) W
20. Gonzalez (D) R
21. Krueger (D) W
22. Gammage (D) W
23. Kazen (D) W
24. Milford (D) W

UTAH
1. McKay (D) W
2. Marriott (R) W

VERMONT
AL Jeffords (R) R

VIRGINIA
1. Trible (R) W
2. Whitehurst (R) W
3. Satterfield (D) W
4. Daniel, Robert (R) W
5. Daniel, Dan (D) W
6. Butler (R) W
7. Robinson (R) W
8. Harris (D) R
9. Wampler (R) W
10. Fisher (D) R

WASHINGTON
1. Pritchard (R) W
2. Meeds (D) R
3. Bonker (D) R
4. McCormack (D) W
5. Foley (D) R
6. Dicks (D) R
7. Cunningham (R) W

WEST VIRGINIA
1. Mollohan (D) W
2. Staggers (D) R
3. Slack (D) W
4. Rahall (D) R

WISCONSIN
1. Aspin (D) R
2. Kastenmeier (D) R
3. Baldus (D) R
4. Zablocki (D) R
5. Reuss (D) R
6. Steiger (R) W
7. Obey (D) R
8. Cornell (D) R
9. Kasten (R) W

WYOMING
AL Roncalio (D) R

Labor Dept. Proposal:

Construction Jobs Sought for Women

The Labor Dept. has proposed to increase the number of women employed in the construction trades by setting what it termed "goals and timetables" that contractors working on federally-funded construction would be expected to meet.

The Labor Dept.'s Office of Federal Contract Compliance Programs contends that affirmative action programs comparable to those used to increase minority hiring are needed to end the "virtual exclusion of women."

Its proposal, open for public comment until Sept. 20, would set an overall goal of 3.1 percent women construction workers during the first year of the program.

The goal would be 5 percent in the second year and 6.9 percent in the third year.

By the most recent census count, the Labor Dept. said, 1.2 percent of the nation's construction workers were women.

These goals, the department said, would apply to the entire workforce of a contractor or subcontractor in the area of the federal construction and not just to employees working on the government project.

The contract compliance office said women constitute 5 percent of all "craft and kindred workers," whose skills are comparable to those in construction trades.

Earlier this year, the AFL-CIO Building & Construction Trades launched a program to bring women into the Apprenticeship Outreach programs now operating in 90 cities.

BCTD President Robert A. Georgine wrote the department's local and state councils that "discrimination because of sex cannot be tolerated in the trade union movement any more than racial discrimination can be permitted."

But "quotas and 'instant journeymen' schemes are unacceptable," Georgine said.

He noted that outreach programs have been largely responsible for increasing minority group apprentices in the building trades from less than 7 percent in 1967 to about 19 percent at present — "without lowering standards or entry requirements."

In a related area, the Labor Dept. also proposed to drop its "imposed plans" for minority hiring that now apply to major federally-funded construction in Philadelphia, the District of Columbia, San Francisco, St. Louis, Atlanta, Camden, N.J., and Chicago. Instead, minority hiring specifications would be included in specifications for construction bids.

The "hometown plans" for minority participation that have been developed in 42 cities by voluntary agreement of constructors, unions and community minority organizations would be continued. But they would be required to submit "goals and timetables" to increase employment by women for approval of the contract compliance office.

Latinos Back Coors Strike, Lose Grant

The American G.I. Forum, which battles discrimination against Mexican-Americans, gave up a $50,000 grant from the Adolph Coors Foundation rather than drop its support of the AFL-CIO strike against Coors beer.

Alfredo C. Montoya, executive director of the Labor Council for Latin American Advancement, expressed "our thanks and gratitude for this courageous action taken by your organization."

He wrote Ivan Padilla, a G.I. Forum official in Denver, that the action represented "the highest bonds of brotherhood and fraternity."

Padilla had been instrumental in securing the grant which was intended for minority job development programs. The G.I. Forum had been critical of what it termed the discriminatory hiring practices of Coors.

When the G.I. Forum lined up with the striking Coors workers, the foundation cancelled the grant.

Its executive director told Padilla that for the G.I. Forum to support the strikers against the company management was "like biting the hand that feeds you."

Garment Union Picks O'Donnell as President

Kansas City—William O'Donnell was elected president of the United Garment Workers at the union's 30th convention here, to serve a five-year term.

O'Donnell, a union organizer from Philadelphia who has also been serving as assistant secretary-treasurer was unopposed for the presidency. Incumbent Howard D. Collins, Sr., who held the post for the past two years following the retirement of Joseph P. McGurdy, did not seek election.

Catherine C. Peters, the union's secretary-treasurer since 1962, was re-elected unanimously as were the incumbent executive board members.

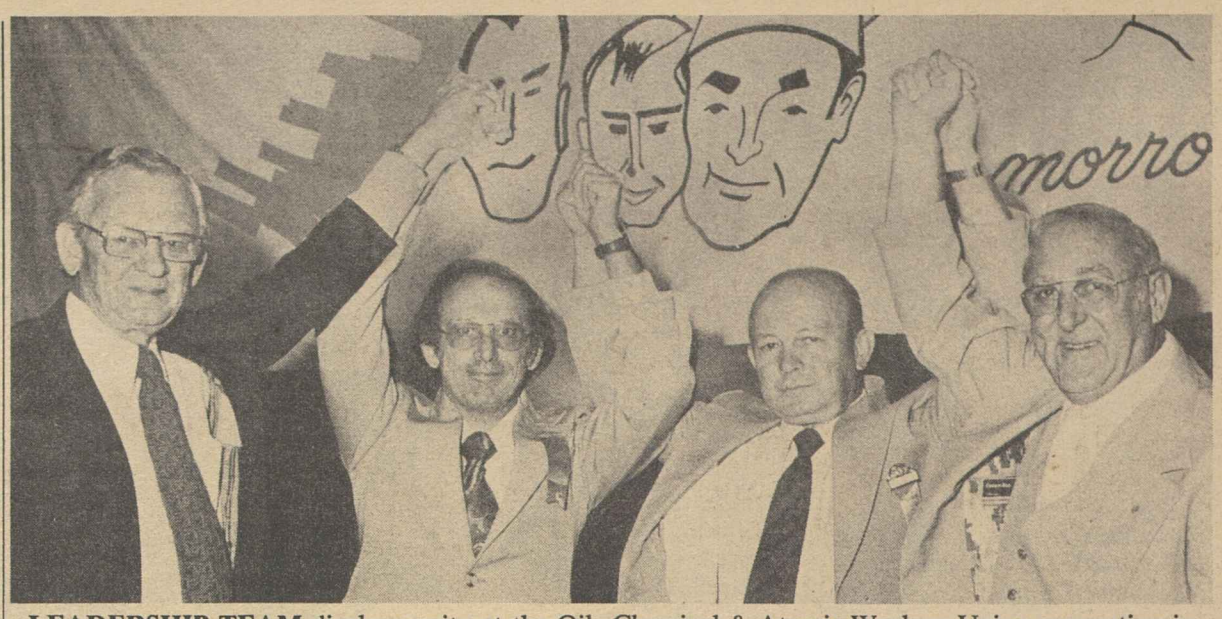
Convention resolutions included a strong call for curbs on job-destroying textile imports and support for a substantial increase in the minimum wage.

President-emeritus McGurdy, who headed the union for 33 years, was a convention speaker. Others who addressed the delegates included Earl McDavid, secretary-treasurer of the AFL-CIO Union Label & Service Trades Dept., William Roehl of the federation's Dept. of Organization & Field Services, Paul McBee of the Labor Dept., and employers with union contracts.

Musicians Reach Film Settlement

New York—The Musicians have agreed with the Association of Motion Picture Producers and The Alliance on new contracts covering the services of AFM members in the production of movies and television films.

AFM President Hal C. Davis said terms of the agreement would not be disclosed until affected members have approved the pacts. Results of a mail referendum will be known by the end of August, he said.



LEADERSHIP TEAM displays unity at the Oil, Chemical & Atomic Workers Union convention in Los Angeles. Re-elected to his seventh term was President A. F. Grospiron, left, while Sec.-Treas. Anthony C. Sabatine, right, and Vice President Robert F. Goss, next to him, were re-elected to their second full terms. Anthony Mazzochi, legislative representative for the past 12 years, was elected to the other vice president's position, left vacant by the retirement of Elwood Swisher.

Firms Show Profit Surge In Quarter

Two more surveys of corporate performance indicate unusually strong gains in 1977 second-quarter profits.

New York's Citibank reports a 12 percent increase from the 1976 period, with about three of every four companies surveyed showing higher results. Business Week magazine found net earnings rose 14 percent over the same period a year earlier. A Wall Street Journal survey two weeks ago put the April-June profits advance at 11.2 percent over the like period in 1976.

"The second quarter was very good," Citibank Vice President Robert E. Lewis said. "They (profits) were even better than most people expected. And they were very widely diffused among different corporations and industries." The bank's survey covered 1,578 corporations with a second-quarter after-tax profits total of $19.3 billion.

The Commerce Dept.'s Bureau of Economic Analysis was scheduled to release the government's official report on second-quarter corporate profits on Aug. 19.

Citibank's survey found that second-quarter profits increased 16 percent from the 1977 first quarter, "a significantly large" rise. Among 1,031 manufacturing firms surveyed, profits rose 12 percent to $13.7 billion in the April-June period. This compared with an increase of only 4 percent in the first quarter against the 1976 first quarter.

Business Week, whose profits survey covered 865 companies, said that after-tax profits in the April-June period "should easily top a $100 billion annual rate for the first time in history." The survey covers companies with quarterly sales of at least $38 million.

Reporting on the solid growth of the second quarter, Business Week said that with the exception of a few major industries—steel, paper, and textiles—the gains were shared by almost all industrial sectors.

"Second-quarter profits clearly were nothing to complain about," said Irwin L. Kellner, vice president and economist at Manufacturers Hanover Trust Co. in New York. Kellner said the same profits pattern should continue into the second half of the year.

Building-related industries chalked up some of the best gains during the April-June period, Business Week reported, with the nation's real estate and housing industry posting a 35 percent profit rise. The auto industry toted up a 16 percent increase, paced by gains of 20 percent or better at both Ford and General Motors.

World Concerns Cited At OCAW Convention

Los Angeles—International problems of safety and health on the job and relationships with multinational companies were spotlighted in the closing sessions of the Oil, Chemical & Atomic Workers biennial convention.

Delegates also re-elected OCAW President A. F. Grospiron to a seventh two-year term. Grospiron had no opposition and Sec.-Treas. Anthony Sabatine was also re-elected unanimously by the 750 delegates.

Anthony Mazzocchi, for 12 years the union's legislative representative, was elected a vice president for the first time and Robert F. Goss was re-elected as the other OCAW vice president. Mazzocchi fills the vacancy left by the retirement of Elwood Swisher.

The similarity of problems for oil workers around the world was brought home by convention appearances of Charles Levinson, general secretary of the International Federation of Chemical, Energy & General Workers (ICEF), and Carlos Pinerua, president of the Venezuelan oil workers.

The delegates also voted authority to Grospiron and the union's Canadian district council to work in cooperation with the Canadian Labor Council on "mergers with other unions in Canada in order to consolidate jurisdiction" and handle administrative and financial details where the structure "may differ from that in effect in the United States."

The constitutional amendment empowered the president's office to approve such changes, with the review of the OCAW executive board.

Emphasizing the need for unions to build industrial democracy around the world, Levinson said that "unless workers have the right through their unions to participate in decisions affecting their lives, we will not be able to exercise the type of control necessary in regard to the multinational companies."

He noted the transfer of plants out of countries with ICEF unions into areas with lower wage rates, and cautioned against time lost debating differences of opinions among unions in various nations. A major problem is "getting hooked on the idea that there is only one system," he said.

Pinerua called for close cooperation among U.S., Venezuelan and Canadian unions to fight "against transnational companies" and to enable workers to "defend themselves against unhealthy working conditions."

Assistant Labor Sec. Eula Bingham announced to the convention settlement of a six-year-old case in which OCAW members were wrongfully denied "walk-around pay" during an Occupational Safety & Health Administration inspection.

The convention also heard from Olga Madar, president of the Coaltion of Labor Union Women, on efforts to develop action programs to unify union women behind labor goals.

Three members were elected to the union's executive board for the first time—Paul Cable of Bakersfield, Calif., Roy Barnes of Pasadena, Tex., and Bill McGough of Tulsa, Okla. Six others were re-elected to the board and Neil Reimer was re-elected Canadian director.

Public Service Jobs Employing 374,000

The federally funded public service employment program has enabled state and local governments to hire nearly 374,000 workers from among the long-term unemployed, the Labor Dept. reports. Their average hourly earnings are about $3.55.

Tom Policastro R. I. President Dead at 57

Providence, R.I.—Thomas F. Policastro, who served as president of the Rhode Island State AFL-CIO since its inception, died here at the age of 57.

In a telegram of condolence, AFL-CIO President George Meany and Sec.-Treas. Lane Kirkland expressed personal sorrow and added: "His strong and wise leadership of the Rhode Island AFL-CIO has been an incalculable asset to union members and to all who care about social and economic justice."

Policastro, who also served as president of the AFL-CIO New England regional council, was a founder and president of the Rhode Island Group Health Association and chairman of the state's Consumer Council. He was an early civil rights activist and took part in the historic 1965 march from Selma to Montgomery, Ala.

A former president of a Steelworkers local, Policastro served as president of the Rhode Island CIO before the merger of the state labor federations. He is survived by his widow, Dorothy, and his son, Thomas, Jr.

AFL-CIO Brief on Safety:

Court Urged to Void Inspection Decision

The AFL-CIO has joined the Labor Dept. in urging the Supreme Court to overturn a decision that would scuttle enforcement of the Occupational Safety & Health Act.

The disputed ruling, issued last December by a three-judge district court in Idaho, found unconstitutional a key section of the law which empowers safety inspectors "to enter without delay and at a reasonable time any factory, plant, establishment, construction site . . . where work is performed."

If the decision is upheld, a federal inspector could not enter a place of business to look for safety or health violations if the employer refused to admit him.

The district court said such inspections were barred by the Fourth Amendment to the Constitution which protects people from "unreasonable searches and seizures" and requires that search warrants be based upon a showing of "probable cause" of wrongdoing.

It went even further to gut the law by holding that some form of warrant procedure would not be acceptable since Congress chose not to adopt such a requirement and "we decline the invitation to judicially redraft an enactment of Congress."

The Labor Dept. appealed the decision to the Supreme Court and in a brief supporting the appeal the AFL-CIO said the lower court's action would "endanger the health and safety of millions of American workers."

The AFL-CIO brief contended that the inspection of a worksite for the sole purpose of assuring on-the-job safety and health could not be construed as the type of invasion of personal privacy that the Fourth Amendment was designed to prevent.

It noted that inspections are normally conducted only during business hours, when employees are present, and are limited to the areas and machines used by the workers.

"OSHA inspectors have statutory authority only to inspect for OSHA regulations," the AFL-CIO stressed. "They are not generalized law enforcement officers."

With such limitations on the scope of inspections, the brief reasons, there is no intrusion on privacy rights "and no warrant is required."

Even if the Supreme Court should find that warrants are constitutionally necessary, the AFL-CIO said, a procedure could be developed that would preserve the effectiveness of the inspection procedure.

The federation brief cited precedents in which the Supreme Court rejected the position that every type of inspection in furtherance of a legitimate government concern must be based on hard evidence of the likelihood of a specific violation.

While "reasonable legislative or administrative standards" may have to be shown to justify issuance of a warrant, the AFL-CIO said, the findings of Congress in enacting the job safety law fully meet such an obligation.

"There is no reason to suppose that any higher standards of individualized cause is required for OSHA inspections than for municipal building code inspections of either residences or commercial premises," the brief contended.

The Labor Dept. brief to the Supreme Court said inspection of worksites without advance notice to the employer is a necessary part of enforcement of the law. A similar authority granted to the Food & Drug Administration has been upheld as constitutional, the government brief noted.

Pending Supreme Court review, the lower court ruling is currently binding only in Idaho. Courts elsewhere have upheld OSHA's inspection powers and an Illinois firm last spring was fined $1,000 for barring entry to OSHA inspectors and refusing to obey a court order to admit them.

'Your Future Will Be Dark!'

Studies Center Lists 28 Subject Programs

The George Meany Center for Labor Studies is entering its busiest academic year with institutes and programs scheduled on 28 subjects through June 1978.

The center's new Catalogue of Labor Studies for 1977-1978 lists the institutes, programs and workshops under three headings: Leadership Development, Arbitration and Collective Bargaining and Special Institutes, Programs and Workshops.

For Leadership Development, the center will offer programs in psychology for union leaders, public relations, leadership skills including speaking, writing and parliamentary procedure, and the union administrator. All are one-week institutes. A program for new staff members or newly elected officers will run for two weeks beginning Nov. 27. One three-week program is offered in Advanced Studies.

Under Arbitration and Collective Bargaining, the catalogue announces courses in preparation and presentation of grievance arbitration cases, issues and trends in grievance arbitration, negotiating techniques, issues and trends in collective bargaining, emerging areas in disputes settlements, fact finding and contract arbitration and pension bargaining.

Special institutes, programs and workshops this year will include effective action for civil rights, a design workshop for union editors, economic update, international affairs, labor law, organizing techniques, public relations for public employee unions, testing and selection procedures in employment, understanding Washington, women workers, and a special program for building trades business agents.

There is no charge for tuition at any of these programs. Enrollment is open to any full-time officer, representative or staff employee of any labor organization affiliated with the AFL-CIO, its departments, state federations and local central bodies. Room and board at the center costs $26 a day, single occupancy; $31 double occupancy. Participants may bring their spouses.

Last year the George Meany Center served nearly 3,000 leaders of 71 unions through its institutes, workshops and programs. This includes 15 programs jointly sponsored with nine national and international unions. Thirteen other national and international unions used the campus for their own training programs as did 12 departments of the AFL-CIO.

The George Meany Center's facilities now include 100 guest rooms, each with private bath; a cafeteria, seven classrooms and several smaller rooms and a 200-seat auditorium. It is equipped with the latest electronic teaching aids, including rear screen projection, television and audio taping and playback devices, overhead projector, 16 mm motion picture projector and 35mm slide projectors.

Through a grant from the National Endowment for the Arts, the center offers a continuing series of art exhibits, paintings, sculpture and photography by American artists.

Meany writes in a foreword to the new catalogue: "This center for Labor Studies is one of the world's great labor schools. We hope that leaders of AFL-CIO unions will use it often and use it well."

A copy of the new catalogue can be obtained by writing to the George Meany Center for Labor Studies, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Or, by phoning 301/431-6400.

Union Wins Right to See Full Test Data

(Continued from Page 1)

The administrative law judge said the company should provide the union with the individual test scores but should turn over the actual test used only to a psychologist designated by the union. The restricted inspection was in line with the company's claim that the usefulness of the test would be destroyed because the questions might become known to the workers.

This restriction was successfully challenged by the Utility Workers. It argued that it could run its own affairs and was under no obligation to hire a psychologist as an intermediary.

The NLRB agreed and directed that the information requested be turned over to the union, which could use the test material "to process and arbitrate the grievances, but not to copy the tests" or otherwise disclose the questions to employees.

The company appealed, but lost on all counts.

While it may be that the union will need the advice of a psychologist to make any determination about the fairness of the tests, the court said, "that is a decision that the union should be allowed to make rather than a condition of its right to examine the tests."

As for a company assertion that disclosure of test scores to the union would violate its assurances to employees that the tests are confidential, the court held that the principles of federal labor law "are paramount in this case."

The dissenting judge contended that the company had met its obligation by providing data validating the claimed ability of the test to predict success in the type of jobs involved.

Equity Members Ratify New Pact

New York—Actors' Equity members performing on Broadway and in touring companies here and in other major cities have overwhelmingly ratified a new three-year contract with the League of New York Theaters & Producers.

Members approved the pact at special meetings here, in Chicago, San Francisco and in Los Angeles. Equity Council, the union's governing board, previously had recommended ratification of the settlement. The contract, negotiated last month, is retroactive to June 27 when the old agreement expired.

Meany Letter to Carter Urges Aid for Jailed Soviet Dissident

(Continued from Page 1)

Orlov and another prominent member of the group, Alexander Ginsburg, were arrested earlier.

The Soviets have shown high disdain for international groups seeking Scharansky's release charging their efforts constitute meddling in an internal affair of the Soviet Union. In his letter to Carter, Meany said that the actions against Scharansky cannot be regarded as an internal matter "but rather reflect the contemptuous attitude of the Soviet government toward an agreement which it signed."

"The arrest of Mr. Scharansky and the clear threat to the other accused individuals—all of whom happen to be Jewish—can only be viewed as further enfeebling an international agreement already eroded by one-sided observance," Meany charged.

"How long can this asymmetrical adherence to the Helsinki agreement continue before the whole world perceives the agreement to be worthless?"

Signatories of the Helsinki Final Act are preparing for a review conference in Belgrade in October to determine how well it has been lived up to.

Scharansky's wife emigrated to Israel in July 1974, only a day after her marriage to the 29-year-old dissident. But her husband was not allowed to leave the country. They have not seen each other in over three years.

"She cannot even be sure that he is alive," Meany wrote Carter. "His aged parents have been denied the right to see him. On a simple human level, the treatment of Mr. Scharansky and his family by the Soviet authorities is a chilling reminder of the hardened cruelty of this regime."

The Soviets' accusation that Scharansky spied for the CIA, a charge that President Carter has denied, puts not only the young dissident on trial but the United States as well, Meany observed.

Meany noted that Mrs. Scharansky expressed her gratitude for Carter's public declaration that her husband had no connections with the CIA. Yet, while the Soviets might drop that charge and substitute "slander of the Soviet system," he still would be subject to seven years in prison and five years' internal exile, Meany observed.

"While any amelioration of his plight would be welcome, true justice can only be served by the release of Anatole Scharansky and the granting of permission for him to be reunited with his wife. . . .

"At stake is not only the future of Anatole Scharansky but the credibility of the Helsinki agreement."

Labor Day Weekend Network Schedule

AFL-CIO leaders will appear on a number of television and radio programs over the Labor Day weekend.

Sunday, Sept. 4

Sec.-Treas. Lane Kirkland on Meet the Press, NBC-TV —12:30 p.m. EDT.

Monday, Sept. 5

President George Meany CBS-TV Morning News — 8:00 a.m. EDT.

Vice President Murray Finley on the Today show, NBC-TV—8:00 a.m. EDT.

IUD President I. W. Abel on Mutual radio, 12:15 p.m. EDT.

Sec.-Treas. Kirkland on NBC radio, 12:30 p.m. EDT.

President Meany on CBS radio, 7:35 p.m. EDT.

Local stations may alter program schedules and should be checked for exact broadcast times.

Correspondence about address corrections should be sent with attached mailing label to: AFL-CIO Subscriptions, Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

8-20-77

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Workers' Buying Power Sapped by Rising Prices

Timber Pact Boosts Pay For 70,000

Portland, Ore.—Some 70,000 members of the Woodworkers and the Carpenters have approved contract settlements with the forest products industry in the Pacific Northwest providing substantial wage and fringe benefit improvements.

IWA President Keith Johnson, describing the master settlement of his union as "the best contract in the industrial sector in the last several years," said the agreement was ratified by a 70 percent vote in a mail referendum. It covers 35,000 IWA members.

Meanwhile, negotiators for the union are seeking to replace three master agreements covering another 45,000 workers in western Canada, most of them in British Columbia. Renewal of the contracts, which expired on June 15, is being hampered by Canada's wage-control policy, the union said.

Terms of the agreement between IWA's Western States Regional Council No. 3 and the Pacific Northwest forest products industry are almost identical to those reached by the Carpenters' Western Council of Lumber, Production & Industrial Workers covering an additional 35,000 workers.

In the IWA's case the new agreement encompasses 400 individual contracts that were up for renegotiation. Wages and benefits will be increased between 43 and 50 percent over a three-year period, retroactive to June 1, Johnson said. Workers covered include sawmill and plywood mill operators, loggers, and truckers.

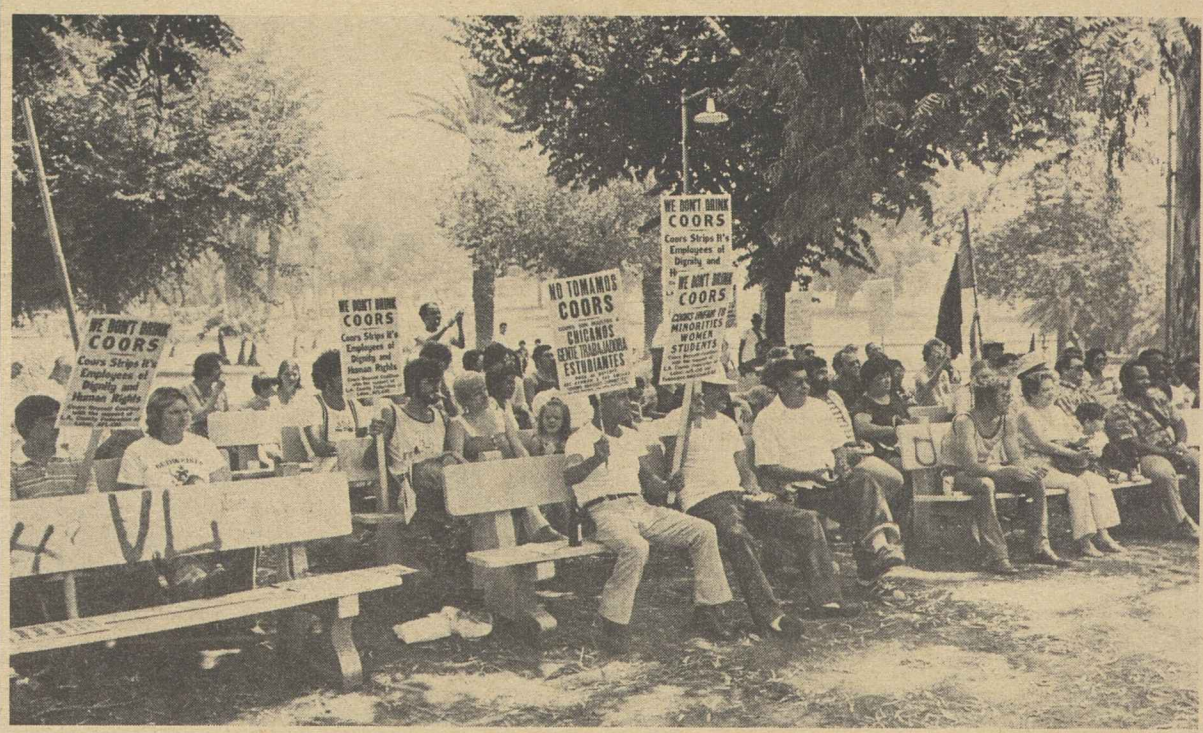
Over the life of the agreement, workers will receive an across-the-board hourly wage increase of $1.97, plus category adjustments of 28 cents for semi-skilled workers and 58 cents for skilled workers.

Other contract gains include additional employer contributions to the health and welfare fund totaling 32 cents an hour per worker over the life of the agreement. Employers also agreed to increase their pension fund contribution by 30 cents an hour.

Pension benefits will rise immediately from $12 to $17 per month multiplied by a retiree's years of service. Workers also may now retire at full pension at the age of 62 instead of 65.

Other gains include an additional paid holiday, higher shift differentials and a travel time premium for woodsmen.

The negotiations began last February, and were marked by strikes against Weyerhaeuser and ITT-Rayonier, two of the large employers involved in the talks.



SALES OF COORS BEER have dropped sharply in California, thanks to union families like these. They participated in a Coors Boycott Committee motorcade through downtown Los Angeles, ending with a rally at Lincoln Park.

Company Acknowledges Impact:

Boycott Takes Toll, Coors Sales Slump

By John R. Oravec

Labor's consumer boycott of Coors beer is taking a definite toll on the Golden, Colo., beermaker, whose unionized workers have been on strike since Apr. 5.

After months of denying that the boycott was having any impact on sales, the Adolph Coors Co. has grudgingly admitted that sales have dropped.

While insisting that the decline hasn't been as steep as the U.S. Brewers Association has reported, Coors nevertheless has announced an intensive advertising and promotion campaign in an effort to offset the sales plunge. Since the beginning of the nationwide boycott that was launched with the endorsement of the AFL-CIO Executive Council, sales have skidded sharply in California and Texas—the two key states of Coors' 14-state basic market area in the West.

Field Rep. A. David Sickler of the AFL-CIO Dept. of Organization & Field Services, the coordinator of the Coors boycott, noted that recent industry statistics show Coors sales are off nearly 25 percent statewide in California from a year ago.

And in specific areas of California where there are large concentrations of union members, Coors beer distributors have reported deliveries are down from 30 to 50 percent, according to a Coors Boycott Committee progress report.

Prior to the launching of the boycott, Coors was the top-selling beer in California, with a 39-percent hold on the market. Since then, Budweiser, Schlitz and Millers have made sharp gains, the boycott committee said.

It noted also that Coors had been the No. 1 selling beer in Texas, but that position has now been taken over by Schlitz.

The striking Brewery Workers Local 366, a directly affiliated local union of the AFL-CIO, said

(Continued on Page 3)

Real Wages Less Than 1972 Level

By James M. Shevis

Workers' buying power suffered another decline in July, even though the rise in consumer prices was held to a relatively moderate four-tenths of 1 percent, the Bureau of Labor Statistics reported.

The average rank-and-file production worker's real spendable income — take-home pay expressed in 1967 dollars — edged down one-tenth of 1 percent on a seasonally adjusted basis over the month due to the higher cost of living and a shorter average work week, BLS said.

A married worker with three dependents averaged $94.81 a week in real spendable earnings during July, 12 cents less than in June, and substantially below the $96.64 average for calendar year 1972. BLS said the real earnings declined mainly from a drop of three-tenths of 1 percent in average weekly hours.

The slower rate of rise in the government's consumer price index was due primarily to near stability in food prices, which increased only one-tenth of 1 percent in July after moving up rapidly in the first six months of the year. Last month's four-tenths of 1 percent increase compared with monthly advances averaging seven-tenths of 1 percent from January through June.

Even with the slower increase in the CPI, however, consumer prices in July still were 6.7 percent higher than in July 1976, BLS said. The July rise lifted the index to 182.6 percent of its 1967 base, meaning it cost $182.60 last month to buy what could have been purchased for $100 ten years earlier.

(Continued on Page 8)

Trade Deficit Continues at Record Pace

The nation's trade deficit continued at a record-setting pace in July, with imports exceeding exports by a staggering $2.3 billion.

It marked the 14th consecutive month of trade deficits for the United States, a nation which until recent years regularly sold more goods abroad than it purchased from other countries.

Over the first seven months of 1977, the cumulative trade deficit has been more than $14.9 billion. That is already more than twice the amount of the largest full-year deficit the United States has ever had—the $6.4 billion recorded in 1972. Treasury Sec. W. Michael

(Continued on Page 8)

Federal Pay Council Asks 8.8% Increase

Federal employees need an 8.8 percent salary increase to keep up with the private sector, their union representatives said.

A panel of Administration officials pegged this year's comparability increase at 7.05 percent, based on a Bureau of Labor Statistics survey of comparable jobs in the private sector. But the Federal Employees Pay Council, made up of union representatives, contends this wouldn't fully close the gap.

At stake is the amount of the Oct. 1 pay raise for 1.4 million salaried federal employees—and for the 2 million persons in the military services whose pay is automatically increased by the same percentage.

It does not affect postal workers, whose pay is set through collective bargaining, or federal blue-collar workers, whose wages are adjusted to prevailing rates in their localities.

The five-member Pay Council, which includes three persons designated by the AFL-CIO, contends the comparability data is outdated before it is put into effect. There is a six-month time lag between the cutoff date for the wage data collected by the BLS and the effective date of the comparability increase.

The Pay Council has proposed a formula that would have the effect of reducing the time lag to

(Continued on Page 6)

4 Arrested in Scheme For Phony Directory

Columbus, Ohio—Four persons selling thousands of dollars worth of advertising for a non-existent national labor union directory have been arrested by Columbus police and charged with theft by deception.

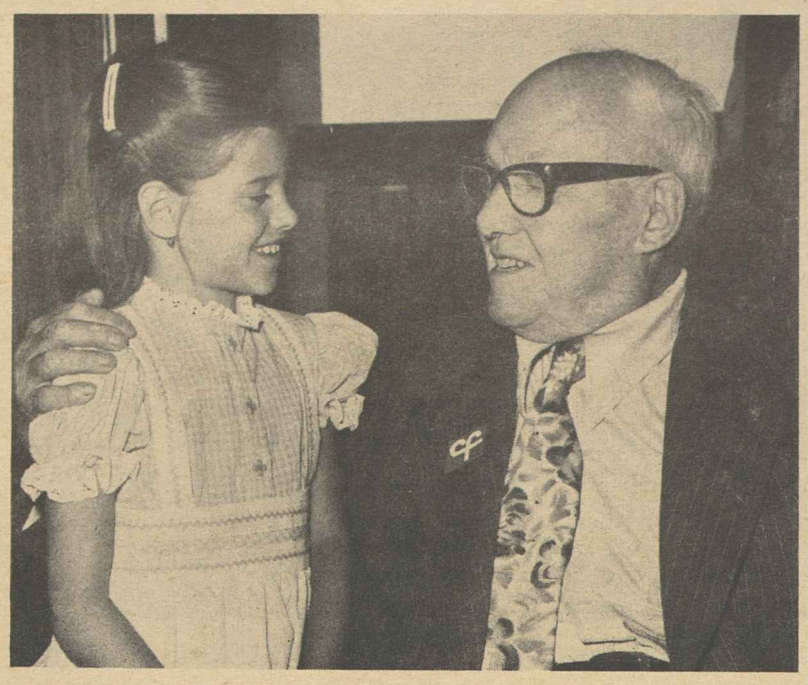
The arrest of the four followed a three-month investigation by Columbus police and the Franklin County prosecutor's office. Two other persons are being sought in the fraudulent scheme in which about 600 Columbus area business firms, organizations and individuals bought advertising amounting to at least $20,000.

Officials investigating the phony publication scheme said, however, that the amount of money involved was much more than $20,000, and they are still attempting to determine the total take.

The Ohio AFL-CIO, the Ohio Labor Press Association and the International Labor Press Association cooperated with police and prosecutors in their investigation.

The prosecutors said they had found evidence linking the Columbus operation to alleged organized crime operations in Miami, Fla.

(Continued on Page 8)



CYSTIC FIBROSIS Foundation sends a welcome emissary to AFL-CIO President George Meany. She's Robbyn Foxx, poster child for the 1977 fund campaign to overcome an illness that strikes the lungs and digestive system.

Virginia Unions Back Democratic State Ticket

Roanoke, Va.—The Virginia AFL-CIO unanimously endorsed Democratic gubernatorial candidate Henry E. Howell and running mates Charles S. Robb for lieutenant governor and Edward E. Lane for attorney general.

Howell, 57, a former lieutenant governor, won the Democratic Party nomination in an upset victory in June. He will face Republican John N. Dalton, the incumbent lieutenant governor, and an independent, Alan R. Ogden, in the Nov. 8 state general election.

Howell had the endorsement of the state labor federation in 1973 when he ran for governor as an independent and lost to Republican Gov. Mills E. Godwin by about one percentage point of the more than 1 million votes cast.

Robb is the son-in-law of the late President Johnson and Lane is a state assemblyman.

The 351 delegates to the biennial state convention and COPE conference also endorsed 64 candidates to the state legislature—all Democrats.

Delegates also reaffirmed their support of state ratification of the Equal Rights Amendment, which was voted down in the last session of the general assembly. They called on the legislature to revive the ERA amendment and urged all affiliates to rally support for the measure in the upcoming session.

In other action, the convention called for speedy congressional passage of President Carter's labor law reform measure and voter approval of bond issues in the November referendum to finance needed state projects.

The delegates also set a $1 per member goal for COPE contributions to help coordinate the campaigns of the labor-endorsed candidates in the November elections.

Per Capita Rise Voted By Nebraska AFL-CIO

Omaha, Neb.—Delegates to the 22nd annual Nebraska AFL-CIO convention approved a 5-cent increase in per capita payments and voted to hold biennial constitutional conventions in odd-numbered years and COPE endorsing conventions in even-numbered years.

The per capita tax will be raised from 25 cents to 30 cents a month effective Oct. 1. The convention also approved an increase in annual council fees to $25.

William E. Brennan, who has headed the state federation for the past five years, was elected to his second full four-year term as president.

Delegates also elected Victor G. Meyers, the state COPE director, as secretary-treasurer to succeed Nels Petersen, who is retiring Sept. 1 after 19 years in the post.

Meyers, 57, has held a number of elective offices with Meat Cutters Local P-47 in Omaha before he was appointed COPE director. Petersen, 64, is also stepping down from the executive board of Meat Cutters Local P-8.

Major resolutions adopted at the three-day convention called for reform of federal labor laws, universal voter registration, lifting of Hatch Act restrictions on government workers and an improved federal minimum wage. The convention opposed any cutbacks in postal service.

The delegates also endorsed the boycotts of J. P. Stevens products, Coors beer, Croft Metals, Iowa Beef Processors and Dubuque Packing in Nebraska.

Major speakers included Sen. Edward Zorinsky, Rep. John J. Cavanaugh, Gov. J. J. Exon, Sec.-Treas. Jacob Clayman of the AFL-CIO Industrial Union Dept., Sec.-Treas. Earl McDavid of the Union Label & Service Trades Dept., William E. Roehl, assistant director of the Dept. of Organization & Field Services.

The state federation's 1978 COPE convention will be held at Kearney, Neb., following primary elections, and the next constitutional convention will be held in Lincoln in September 1979.

Bishop Asks Focus On Employment Need

Catholic dioceses and parishes have been urged to focus on the high costs of unemployment during the week of Sept. 4-10.

The Full Employment Week call was sent out by Bishop Joseph A. Nichols of Springfield, Ill., who is chairman of the U.S. Catholic Conference's Committee on Social Development and World Peace.

In Constitutional Amendment:

Teachers Convention Adopts Broader Organizing Goals

Boston—The American Federation of Teachers, meeting here in its 61st annual convention, amended the AFT constitution in a move to expand the union's organizing efforts and adopted a series of resolutions focusing on civil and human rights.

AFT President Albert Shanker said the constitutional amendment will enable thousands of school employees—among them health, library, and maintenance personnel—as well as other municipal and state employees presently unaffiliated with the AFL-CIO to gain membership in the labor movement through the Teachers' union.

But Shanker stressed that the union "will continue to respect Article XX of the AFL-CIO Constitution and exercise good judgment. In all probability, most of the new members we organize will be connected with the school system. However, if other public employees come to us for representation, as many have in the past, we'll be able to accept those groups that appropriately belong in our union."

The convention unanimously approved a per capita increase. The monthly payments to the AFT had been scheduled to rise from $2.35 to $2.50 on Sept. 1. Instead, it will go up to $2.65 on that date, and then rise to $2.90 on Sept. 1, 1978.

After a long and heated discussion, which ended in a rollcall vote, AFT delegates adopted a resolution officially opposing "racial quotas" for college admissions, hiring or job retention, and supported the AFT executive council's position in the case of Bakke vs. Regents of the University of California, which is expected to come before the U.S. Supreme Court in its next session.

In that case, Allen Bakke, a white male, was denied admission to the University of California-Davis medical school and sued the school on the grounds that he was a victim of reverse discrimination. The AFT filed an amicus brief on behalf of the plaintiff. It urged aggressive recruitment of minority students, elimination of discriminatory admission practices, and provision of tutorial programs for minority applicants—but called for a prohibition of quotas.

Shanker told reporters that he considers the Administration decision to support the position of the university regents "most unfortunate."

He said the labor movement, through its apprenticeship training program, "has shown how to have effective affirmative action without lowering standards or establishing quotas."

The 2,500 delegates also engaged in lively debate over the perennial busing issue and finally adopted a resolution supporting busing as one means which should be used to bring about equal education, along with such methods as magnet schools, open enrollment, and metropolitan cooperation.

Labor Sec. Ray Marshall opened his address to the convention with a statement that it is "nonsense" for professional educators to suggest that collective bargaining is incompatible with professionalism.

"Insecurity is incompatible with professionalism," Marshall said. "In my years as a teacher, it became unmistakably clear to me that the best teachers were those who were not afraid."

He also told the teachers that in response to Shanker's appeal to President Carter, more CETA funds will be channeled through the public schools under the Comprehensive Employment & Training Act.

He called upon the AFT members to help the Carter Administration pass its labor law reform bill.

"A free trade union movement is essential to a free, democratic society," Marshall said, but "unfortunately, it has become more profitable for many to violate the labor laws than to abide by them." The proposed changes, if passed by Congress, will help ensure that all workers have the right to organize and bargain collectively, and would also make delays more difficult and strengthen the penalties against habitual violators, he said.

"Although the emotional counterattack against President Carter's proposals has not begun yet, it will," Marshall said. "But with the help of groups like AFT, the measure will pass Congress this year."

In his state of the union address, Shanker also focused on labor law reform.

"Teachers have to look far beyond educational issues to get what they believe in and what they deserve," Shanker said. He called on the delegates to give their all-out support to the reform of labor laws, pointing out that while the issue may seem remote to teachers, it is actually vital to their welfare.

"Industry has moved to the South to avoid unions in the North and Midwest, thus depriving those areas of needed tax revenues to support education," he said. "But fair national labor laws, guaranteeing the right to organize and bargain collectively, will help prevent further erosion of our economies in the industrialized areas."

Shanker announced formation of a national lobbying network to accomplish this and other legislative goals.

"We learned early in the new Administration," he said, "that we must keep our political machinery in operation all year long."

Vice President Walter Mondale, who appeared as a candidate before last year's AFT convention, returned this year to thank the delegates for their support. He told the delegates that they now have "a partner in the White House," and vowed that the Carter Administration will "argue consistently, effectively and powerfully for the strongest education system this nation can have."

Prior to addressing the convention, Mondale met for over an hour with 19 teachers from all over the country, and had the opportunity to hear first hand the problems they confront every day in the classroom.

U.S. Commissioner of Education Ernest Boyer also addressed the convention, repeating his support for the AFT's lifelong learning program. That program would expand educational opportunities to early childhood, senior citizens, and working people who wish to compete or continue school.

AFT's annual Human Rights Award was presented to Leo Cherne, chairman of the International Rescue Committee. He drew a rousing and prolonged ovation when he cautioned delegates not to be "blinded" to terror in some countries while speaking out against it in other areas.

Chile, Cherne said, gets special pressure from the United States, while the "far more brutal" repression in Cuba is ignored. Specifically he pointed to Huber Matos, a teacher who has spent 18 years in solitary confinement in Cuba for suggesting that freedom shouldn't be sacrificed for communism. Later AFT delegates adopted resolutions calling upon Cuba to free their fellow teacher and commending Carter for his stance on international human rights.

William Pollard, director of the AFL-CIO Dept. of Civil Rights, also spoke during the human rights luncheon, and praised the AFT's consistent support for a strong civil rights stand.

"Unless justice is secure for all, it is not secure for any," he said.

Pollard also addressed the issue of affirmative action stressing that the labor movement does not support "arbitrary quotas" and that the true problem of minority entry into the labor force is at the hiring gate. "Jobs for everybody is the best affirmative action," he declared.

TOURING ISRAELI ATTORNEYS, who are members of the lawyers' union affiliated with Histadrut, Israel's labor federation, were guests of the AFL-CIO Building & Construction Trades and the Industrial Union Departments at a luncheon in Washington. From left are Thomas R. Donahue, special assistant to AFL-CIO President George Meany; Yaacov Cohen, Histadrut's representative in the United States; IUD Sec.-Treas. Jacob Clayman, and Israel Ber, a member of Histradrut's executive committee. The 32 Israeli lawyers are on a study tour of the United States.

Company Acknowledges Impact:

Boycott Takes Toll, Coors Sales Slump

(Continued from Page 1)

that Coors has been forced to return unsold beer to Colorado for dumping. The company previously denied it has had to take this drastic action because of the boycott.

Coors has maintained a fairly high volume of production at its Golden facilities since the strike began through the use of strikebreakers and the hiring of replacements for many of the striking union members.

The basic issues in the dispute between the local and the company deal with human rights, not economics. Since the early 1960s, the company has used lie detector tests as a condition for hiring and insist on the right to give such tests to any employee on demand, the union noted. Coors also has subjected workers to physical searches and has reprimanded and harassed workers who have made disparaging remarks about the company.

Sickler charged that the ultimate goal of the Coors management is not only to destroy the local, but also to discredit the AFL-CIO.

He suggested, however, that the company's efforts appear to be backfiring as evidenced by the growing support of labor's boycott by civic, political, minority and service groups.

The boycott is being stimulated in California through a variety of efforts, including radio commercials. One radio spot features California Assemblyman Richard Alatorre, Democrat from Los Angeles, who is now being attacked politically by Coors.

In the radio spots, Alatorre says, "Coors beer is on strike. The owners of Coors are notorious for their discrimination against Mexicans, Latinos, labor unions and other minority groups. Our only way to fight back is to boycott Coors. By refusing to drink Coors we can help teach this unfair company to respect the rights and dignity of all groups. . . ."

Whether related or not to the boycott-caused drop in sales, Coors has undergone a higher-echelon upheaval in recent months. Joseph Coors has replaced his brother, William K. Coors, as president of the firm, and the company's marketing and advertising operations have been realigned.

In announcing the new campaign to offset the drop in sales, Joseph Coors said, "We are beefing up our advertising and promotion as a result of deterrent images and rumors over our union problems and boycott present in certain areas."

Another apparent casualty of the sales plunge is the abandonment of a psychological advertising campaign on the East Coast in which Coors asked easterners: "Please don't buy our beer."

The ads claimed that eastern buyers could not be assured of receiving fresh beer because of the long distance from the basic marketing area.

The ads have now disappeared.

WEEKEND EDUCATION CONFERENCE for the Black Trade Unionist Leadership Committee of the New York City AFL-CIO drew more than 100 representatives at the George Meany Center for Labor Studies in Silver Spring, Md. AFL-CIO Education Director Walter G. Davis, right, conducts an orientation session for the group. Other major speakers included Federation Vice President Frederick O'Neal; Thomas R. Donahue, executive assistant to Meany; Fred K. Hoehler, executive director of the studies center, and AFL-CIO Civil Rights Director William E. Pollard.

Striking Iron Ore Workers Hit Failure of Companies to Bargain

Duluth, Minn.—"When the companies are ready to sit down and bargain, we will. We can't do anything until they're ready."

Director Linus Wampler of Steelworkers District 33 thus summed up the stand of some 16,000 striking iron ore production workers in Michigan and Minnesota who have vowed to stay out as long as it takes to settle their disputes with the industry.

There has been virtually no movement toward a settlement since the strike began on Aug. 1. The 12 struck mines and taconite facilities on the rich Mesabi iron range are completely shut down, and no attempt is being made to operate them by the companies, Wampler reported.

Representatives of the Federal Mediation & Conciliation Service met briefly with the full 80-member iron ore negotiating committee on Aug. 16, but no talks with the industry have been scheduled.

Eleven Steelworkers locals are involved in the strike, set off by unresolved local issues that have festered for years. Wampler estimates some 1,250 local contract issues are at stake, ranging from safety standards to seniority, from health measures to incentive pay.

Complicating the situation is the industry's contention that the miners' proposals for incentive pay clauses similar to those in the basic steel contracts constitute an economic issue covered by the national agreement. The companies argue that this should be submitted to binding arbitration under the Experimental Negotiating Agreement which bars strikes over national issues.

The union has responded that since incentive pay historically began in local collective bargaining agreements, it is excluded from the ENA strike ban.

USWA President Lloyd McBride visited Duluth and the Mesabi range on Aug. 18 to study the situation in depth. McBride met with leaders and rank-and-file members of 10 of the striking Steelworkers locals.

At one local, members have been required to work long, grueling hours of overtime. Eveleth USWA Local 6860 wants some relief in the schedule that has had members working 12 hours a day, seven days a week, week after week.

Local 4108 wants the Erie Mining Co. of Aurora-Hoyt Lakes to install smokestack scrubbers without waiting for the Environmental Protection Agency to act.

Other complaints run along the same vein and clearly are local issues, such as those at Inland Steel's new Minorca plant where the union is seeking air-conditioning on shovels and drills whose cabs would otherwise be open to dust and intense heat. Local 6115 members also want lunchrooms, instead of having to eat on line.

Chemical Pesticide Held Sterility, Cancer Risk

Immediate curbs should be imposed on exposure to the chemical pesticide DBCP—dibromochloropropane—which has been blamed for causing sterility among several dozen workers and is a suspected carcinogen, the Oil, Chemical & Atomic Workers said.

In petitioning the Occupational Safety & Health Administration for an emergency temporary standard on DBCP, OCAW pointed out that the chemical is a known hazard to humans and animals.

OCAW President A. F. Grospiron said in the union's petition that immediate exposure controls on the toxic soil fumigant are needed to protect workers from the threat of sterility and cancer. DBCP is suspected of causing cancer of the stomach, liver, kidneys and bone marrow.

The union petition calls for an exposure limit of 1 part DBCP per 1 billion parts of air (1 ppb) for an eight-hour time weighted average as well as a maximum ceiling concentration.

The toxic effects on both humans and animals have been documented in recent tests by the National Cancer Institute and the University of California. The state of California has since banned the use of the chemical.

DBCP is used in farming and home gardening to control worms that attack crops. It is also used in industry as a fire retardant.

Domestic production of the chemical amounts to about 30 million pounds a year. It is produced or packaged in 80 plants.

Grospiron said that 10 OCAW members who formulate the soil fumigant at Occidental Chemical Co. in Lathrop, Calif., have become sterile as a result of their exposure to the chemical. An additional 12 of 14 workers producing DBCP at a Dow Chemical plant in Magnolia, Ark., have become sterile, he added.

"The fact that the sterility could have been prevented intensified the tragedy," Grospiron said. He noted that studies conducted by Dow Chemical Co. and the University of California in 1961 showed that three different species of animals developed atrophy of the testes and a low sperm count after inhaling DBCP.

Those experiments were confirmed by two Soviet studies in 1974 and '75, he said, adding that other studies of various animals during that period have demonstrated that DBCP is a carcinogenic and mutagenic substance.

"None of these studies was made available to workers at risk of exposure," he stressed. "And no work practices were implemented which would protect workers from the devastating health effects of this chemical."

Meanwhile, the Health Research Group, which is headed by Dr. Sidney M. Wolfe, has petitioned the Environmental Protection Agency to ban the production and sale of DBCP.

"Because of the human evidence of sterility and animal evidence of carcinogenicity of DBCP, this test is clearly met," Wolfe said.

He further stressed that "federal action is needed to stop the risk to thousands of chemical workers, farm workers and others whose jobs bring them in contact with this fumigant."

Steel Industry Layoffs Bring Call For Jobs Programs, Import Curbs

Pittsburgh—A planned layoff of 7,300 Steelworkers announced by the Bethlehem Steel Corp. underlines the urgent need for a national full employment policy and action to stem the increasing tide of steel imports, USWA President Lloyd McBride declared.

Bethlehem, the nation's No. 2 steel producer and the fourth largest in the world, said that 3,500 jobs would be lopped off in Lackawanna, N.Y., in addition to 3,800 at Johnstown, Pa., as a result of production cutbacks and capital retrenchment.

The Johnstown layoffs had been anounced earlier, but the cutbacks at the facility were under intensive study even before a devastating flood on July 20 caused an estimated $35 million in damages to the plant, according to industry sources.

While expressing concern over the negative factors that brought about the Bethlehem cutbacks, McBride said "it is unfortunate that our economic system of profit and loss results in such drastic actions."

In an effort to ease the impact on USWA members, he noted, the union has negotiated in its 1977 contracts with the basic steel industry added job and income security for 20-year employees, including the payment of supplemental unemployment benefits for two years.

McBride said the union is also continuing to press Congress and the White House on the need to curb steel imports, while working with industry to promote the use of U.S.-produced steel. He warned that foreign steel imports this year may break the record 18.3 million tons that came into the country in 1971.

"What we need is a national full employment policy and urgent action by our government in upcoming trade negotiations to insist upon an orderly marketing arrangement that will preserve the viability of the American steel industry and the economic security of American Steelworkers," he stressed.

McBride also noted that union officials have been meeting with federal agencies regarding environmental regulations affecting basic steel-producing facilities.

The planned layoff of nearly 4,000 of the 11,500 workers at Johnstown is the result of a decision by Bethlehem not to reopen a 14-inch bar mill, two of three blast furnaces, a coke plant and two coke oven batteries following the flood.

Bethlehem Chairman Lewis Foy also had warned that another 3,500 jobs would be lost if federal air pollution rules were not eased. A compromise subsequently was reached with the Environmental Protection Agency, allowing four open-hearth furnaces to continue operating past a clean-up deadline.

Cutbacks at Lackawanna involve reductions in coke oven and blast furnace operations, resulting in the planned layoff of 3,500 of 11,000 Bethlehem workers there. New York State and local government officials have expressed concern over the economic impact of the cutbacks on the area.

To Melt the Bars

ANATOLE SCHARANSKY is an embarrassment to those who would close their eyes to injustice for fear of offending the Soviet bear.

Like others who dared to speak out for human rights, he suffered the retribution of a totalitarian state. He was thrown into jail last March, never brought to trial and denied even communication with family and friends.

The least we can do is to seek to melt the prison bars with the hot spotlight of public attention and outrage.

Memo to Congress

NO ONE would begrudge Congress its August respite, certainly not in this summer of heat, humidity and pollution alerts.

But while Congress has been in recess, life has become more grim for those workers who are paid at the minimum wage or mere pennies above it.

Their living costs go up month-by-month, as do the living costs for all of us. But without a union and with unemployment still at recession levels, they must of necessity wait on Congress to raise the wage floor.

It is the perennial plight of America's lowest-paid workers to see each step-up in the wage floor quickly eroded by rising living costs. And it constitutes an unanswerable argument for the concept of indexing.

The legislation the House will vote on when Congress returns after Labor Day would provide automatic adjustments in the minimum wage each year. It would ultimately link the wage permanently to 53 percent of average factory wages.

Anything less would not keep a fulltime worker above the poverty level.

Anything less would be indefensible.

THERE ARE other festering sores awaiting treatment by Congress.

In places like Roanoke Rapids, N.C., where workers at seven J. P. Stevens plants voted for union representation three years ago, federal labor law is being mocked with impunity.

It costs an employer nothing to sit across a table and continue to say "no" to even the most modest contract proposal made by the union. And if months and usually years of NLRB and court procedures lead to a finding that the employer has refused to bargain in good faith, the only remedy is a mockery. The employer is slapped on the wrist with an order to bargain in good faith—which, of course, is what the law has required all along.

Nor is J. P. Stevens unique in its flouting of the National Labor Relations Act, as congressional hearings have demonstrated. Employers in the North as well as the South long ago learned that it is cheaper to break the law than to comply with it.

So it has been a long, hot summer also for those workers still waiting for justice and fair play.

Congress, please note.

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Underwriting Job Exports:

U.S. Taxpayers Foot the Bill For Their Own Exploitation

By Gus Tyler

THEY CALL IT THE "horror story of Chicopee, Mass." In 1967, General Instruments employed 2,000 workers. By 1972, the number of employees had dwindled to 200. Today, the employees have shriveled to 35.

Because these jobs had been washed away by a flood of imports, mainly from the Orient, the workers were able to get adjustment assistance—payment from the federal government to balm their hurt. The cost to Uncle Sam was $4 million.

Meanwhile, the same company set up a plant in Taiwan. And Uncle Sam—through a governmental agency called OPIC—guaranteed General Instruments against any losses in Taiwan by insuring its investment.

OPIC (not OPEC) is the Overseas Private Investment Corp. The name is misleading since it gives the impression that this is a "private" (that is, nongovernmental) corporation. Actually it is a wholly owned government agency that co-insures and reinsures the investment of private corporations in other lands.

Should any country expropriate an American company's investments OPIC will make good the loss to the corporation. If there is enough money in the insurance fund to cover the losses, then there is no need to dip into the government's money. But if there is not enough, then the taxpayer foots the bill. (As of June 30, 1976, potential claims against OPIC were $395.5 million, while reserves were only $204.7 million.)

This December, OPIC's lease on life comes up for renewal before the Congress of the United States. American labor is demanding that the lease shall not be renewed.

The AFL-CIO argues that OPIC uses taxpayer money to insure companies that are abandoning workers here to open plants there. In short, OPIC is a device to use taxpayers money to hurt taxpayers.

One horrendous consequence of OPIC is a Nicaraguan nightmare to match the Chicopee horror. Nicaragua created a free zone, called APEX (Exporting Manufacturing Free Zone) that ran an ad to entice American capital:

APEX notes an "abundant and close-by inexpensive labor pool." It adds "social, economical and political stability," which is a euphemism for minimal "human rights." APEX advises American investors that they can open plants in Nicaragua and then export their stuff to the United States because Nicaragua has "no quota on exports of textiles and garments to U.S.A."

Finally, comes the ultimate irony. Plants set up in APEX will be beneficiaries of the "OPIC Insurance Program."

Why shouldn't an American company fold its plant here to operate "there" with cheap labor, no strikes, no limits on exporting to the United States, and a guarantee that if anything goes wrong, the American taxpayer will pick up the losses?

As labor views OPIC, it echoes Pogo: "We have met the enemy and they is us."

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Strong Labor Press Meets Vital Need

Never has the need for a strong labor press been greater.

From all sides, union members are being bombarded with propaganda. News magazines, newspapers, direct mailings, radio, television—the competition for the attention of our members is stiff. And the competition for their loyalty and support is even greater.

Our opponents have more money, more resources, more fancy art departments, slicker paper, professional propagandists and advertising specialists.

They fight teacher unionism, industrial unionism, construction unionism.

They fight unionism, because they know that the only thing that stands between them and absolute domination and control over the lives of the American people, particularly workers, is the free American labor movement . . .

But we have something they don't have—people who are dedicated to the cause of helping other people.

—AFL-CIO Public Relations Director Albert J. Zack to editors of Teacher union publications, Aug. 14, 1977, Boston, Mass.

Uniform State Standards:

Nationwide System Needed To Identify Problem Drivers

Two years ago Ken Nathanson's 14-year-old daughter was killed in an auto accident caused by an unlicensed driver. He investigated and found there were more than 10 million unlicensed drivers on the highways. This led him to found Citizens for Better Driver Records. The following is excerpted from his address to a conference on highway safety sponsored by the Transportation Research Board of the National Academy of Sciences at Warrensburg, Mo.

NO SYSTEM CAN keep all dangerous drivers off the road, but a well planned, coordinated and consistent effort to identify problem drivers and rehabilitate them or to exercise stronger controls to keep them from driving, will dramatically reduce serious accidents.

Countless problem drivers with revoked or suspended licenses cross state lines to get illegal licenses. They can do this because state laws are not uniform or consistently enforced. Many drivers have more than one license. This enables them to spread their points among a number of states, thus avoiding suspensions.

At present the Bureau of Motor Carrier Safety regulates the "for hire interstate drivers" but has no authority to affect their drivers' licenses. A single national drivers license for interstate commercial truck drivers would remedy this and considerably reduce the number of problem drivers who cross state lines to obtain illegal licenses.

Transportation Sec. Adams recently stressed a more uniform approach to the needs of the driving public. He was talking about no-fault insurance, but his remarks apply equally to the driver records system. Adams said that "over the past quarter century, automobile accidents have become a national as well as a state problem. We have become a nation of interstate drivers. In many areas the number of non-resident drivers equals the number of resident drivers. In the State of Vermont on any given summer day, more than one-half of the drivers are from out of state."

Citizens for Better Driver Records calls not only for strengthening of the national driver register, but also for greater uniformity of state regulations and enforcement. This includes a single format for driver licenses and uniform records for convictions and accident reports.

States can no longer take a narrow provincial view but must project a national outlook and work together more closely. In a country as mobile as ours, an efficient exchange of records is of prime importance.

One of our main concerns is the disregard of the human factor in highway safety. Most safety efforts have concentrated on the physical with little concern for the psychological and behavioral problems. The general feeling seems to be . . . you can't change human behavior so let's ignore it. What well-meaning specialists fail to recognize is that you can change human behavior.

Look at the success of the 55-mile-an-hour speed limit. For 50 years police have known that speed kills. But the decision makers thought you couldn't get people to reduce speed on major highways. The energy crisis proved them wrong. The 55-mile-an-hour speed limit lowered the annual death toll by almost 10,000, showing that human behavior can be changed by inspired leadership and strict enforcement. Yet prestigious highway safety groups continue to ignore other behavioral factors while promoting mechanical devices.

EACH DAY in the United States an average of 130 people die in auto accidents (the equivalent of a major air crash every 48 hours). Many of these tragic accidents are caused by the human factor, principally the failure of the driver records system. If this same number of deaths were caused by a few major air crashes there would be a congressional investigation. But these violent deaths occur not in a few catastrophic events but happen one by one throughout the year.

The result is apathy. The families of the victims are too distraught to question the cause, the general public too unaware to act and the professionals too immune to the daily casualties to re-examine the situation with a fresh perspective. For many years, the scope and severity of this problem has been known by the professionals, but this information has never been fully presented to the public.

The decision-makers in highway safety, especially in the U.S. Dept. of Transportation, are just beginning to recognize the importance of the national driver register and the entire human factor aspect of highway safety. They must give it the high priority necessary to achieve the kind of highway safety that the public has a right to expect.

Carter's Financing Plan:

Outlook Favorable in Congress For Social Security Overhaul

KEY PARTS of President Carter's plan for overhauling the system used to finance social security stand a good chance of approval this year or early in the 1978 session of Congress, Associate Director Lawrence Smedley of the AFL-CIO Dept. of Social Security said on Labor News Conference.

Smedley noted that the President's proposal that employers contribute to social security on the basis of total payrolls, rather than only a portion, has won strong support in the Congress, including the endorsement of Senate Finance Committee Chairman Russell Long (D-La.).

He said that adjustment of the formula used to calculate cost-of-living adjustments "to restore what Congress intended to do with the formula in 1972," is another of the President's major proposals that will likely become part of the updated social security financing system.

Although Smedley acknowledged that the Senate Finance Committee's rejection of the President's idea to make a general federal revenue contribution to social security was a setback, he pointed out that the concept can be restored when the measure goes to the Senate floor, or by action of the House. He warned that without general revenue financing, it will be "more difficult to avoid some kind of increase in the social security tax."

Smedley turned aside the contention that applying general revenue funds to social security would enlarge the deficit and lead to more inflation, pointing out that through the consolidated budget Congress determines whether there will be a deficit and the amount of any deficit. He stressed that resolving social security's financial problems requires larger contributions to the fund, and whether it's raising the taxable wage base, using general revenue, or taxing payrolls "it impacts upon the budget in the same way."

The wage base now is $16,500. The base rises automatically with increases in covered wages, and should reach about $17,700 next year. The Administration would increase that by $600 and, periodically through 1985, raise it an additional $2,400 over and above the automatic adjustments.

"I think the President's proposal to raise the wage base has support—maybe not precisely as he does it, but I think this proposal has strong support," Smedley said.

The AFL-CIO, Smedley said, would be opposed to raising the normal retirement age above the present 65, as some have proposed. That would break faith with millions of people who have based their retirement planning on the promise that they could retire with full social security benefits at age 65, he declared.

Reporters questioning Smedley were Harry Conn of Press Associates, Inc. and Rachelle Patterson of the Boston Globe. Labor News Conference is produced as a public service by the AFL-CIO.

By Press Associates, Inc.

EVERYONE SEEMS TO BE talking about the rapid increase of women workers, but no one seems to know what to do about it.

The Coalition of Labor Union Women (CLUW), however, is trying to do something about that part of the phenomenon which is emerging as a potentially serious social and economic problem—the 14 million working women with children and, more specifically, the 6 million working mothers with children under six years of age.

One battle is against certain deeply rooted beliefs: that a woman's place is in the home, especially if she has young children; or that the woman who works does so for "pin money." Or that as a secondary earner, she is bringing in extra money for such luxuries as a vacation trip or a new car or a better house.

But the battle CLUW is now choosing to fight is a practical one: to revive the struggle for a federally financed child care program for families in need of pre-school and after-school support.

A 24-member CLUW delegation recently returned from a study tour of Israel, Sweden and France armed with abundant evidence of how enlightened public policy and publicly financed child care programs can help strengthen family life.

The CLUW study group found differences among the three nations growing out of differing cultural and historical backgrounds.

In Sweden, the child care programs are aimed at providing preschool educational experience for all younger children and after-school enrichment for older children. Priority goes to working mothers, children of students and handicapped children.

In Israel, child care is administered partly by private voluntary agencies but with heavy subsidies from the government. Priority is given to children of working mothers and immigrant families.

In France, the system of early childhood care was traced back to 1887. Extensive infant care is provided in neighborhood-based creches, with priority given to working women, students and immigrant families. CLUW described a more universal system known as the Ecoles Maternelle, which serves children from two to six years of age. Although voluntary, nearly 100 percent of four and five-year olds are enrolled, CLUW reported.

The American trade union women know that whatever emerges in the United States will reflect conditions in this country and will require the usual ingenuity and compromise of a heterogeneous society.

THE NEED FOR HELP is real enough, when one looks at the facts developed by CLUW.

Some 7.2 million families are headed by women—more than one family in ten. These families are likely to be poor, their mothers less well-educated, minority and urban.

The earnings of women workers also lag far behind those of men, making it more difficult to maintain a decent standard of living where the woman's wages are critical.

It is increasingly recognized that many women work because they must, with the wife's wages often lifting the family income above the poverty level, according to the Women's Bureau.

Today's struggle is not a new one. In 1971, President Nixon vetoed a child development program claiming that it posed a threat to family life, and the Senate failed to override.

Then a proposed Child & Family Services Act of 1975, sponsored by then-Sen. Walter F. Mondale (D-Minn.) and Rep. John Brademas (D-Ind.) fell victim to what Mondale called "a vicious and totally inaccurate propaganda campaign."

A scare campaign mounted by a group called the National Coalition for Children, backed up by conservative newspaper columnists, created fears of government control over children and succeeded in stalemating any action by Congress.

Now CLUW hopes it can gain broad support for an American approach to child care, based on demonstrated successes in other democratic nations.

KEY PARTS of President Carter's plan to revamp social security financing could be on the books early in the 1978 session of the Congress, Lawrence Smedley, center, associate director of the AFL-CIO Dept. of Social Security, said. Questioning him on Labor News Conference were Harry Conn of Press Associates, Inc., and Rachelle Patterson of the Boston Globe.

RENEWED EFFORT to get federal funding of child care centers for working mothers was launched at a Washington conference of the Coalition of Labor Union Women. From left are Gerard Livingston of the West German Marshall Fund which sponsored an overseas tour of day care centers for CLUW representatives, Vice President Joyce D. Miller of the Clothing & Textile Workers, AFL-CIO Civil Rights Director William E. Pollard and CLUW President Olga M. Madar.

Union Women Press Congress For Quality Child Care Centers

Union women who toured child care centers abroad will take the lead in a new effort to get Congress to help fund a network of quality day care centers for children of working mothers.

The child care drive will be coordinated by the Coalition of Labor Union Women (CLUW), which last spring sent a 20-member delegation for a first-hand look at child care centers in Sweden, France and Israel. The tour was funded by a grant from the German Marshall Fund of the United States.

At a CLUW conference to hear the tour group's report, top union officials promised active support and urged a coalition effort.

Thomas R. Donahue, executive assistant to AFL-CIO President George Meany, told the gathering that union conventions have adopted a lot of resolutions supporting child care programs but CLUW's involvement can put "flesh around what might remain an academic question."

With 7.3 million households headed by women, more and better child care facilities are urgently needed, Donahue said.

Because so large a part of the AFL-CIO's legislative resources is committed to labor law reform and the minimum wage bill, child care legislation "will have rough going without CLUW's active role," he said.

AFL-CIO Civil Rights Director William E. Pollard offered the help of his department in reaching community groups and urged the importance of enlisting community support.

CLUW President Olga Madar cited the abuses and inferior conditions found in nursing homes for the elderly that are run for profit and warned that child care programs face the same threat in the absence of government funding.

Joyce Miller, a vice president of the Clothing & Textile Workers, who headed the tour group, pointed out that the governments of all three countries visited help fund child care facilities.

She stressed the growing demand for child care services in the United States, where 1.4 million children under the age of six do not have a parent at home during the day.

A comprehensive program, she urged, should be able to accommodate differences in work and school schedules by including programs for after-school recreation, vacations and holidays.

The participants in the tour abroad, who came from 19 different unions, stressed that child care is considered a social responsibility in the nations they visited.

They noted the wide range of services available, and the special consideration given to handicapped children in the three nations. But they also found that the demand for child care has outstripped available facilities and trained personnel.

Presidents David J. Fitzmaurice of the Electrical, Radio & Machine Workers, Charles A. Perlik, Jr., of the Newspaper Guild and Murray H. Finley of the Clothing & Textile Workers were among the union officials who came to hear the report, "A Commitment to Children."

It calls on the federal government to make child care available on the basis of ability to pay to all families desirous of pre-school education for children and after-school care.

"A comprehensive child care program in the United States should flow from a national policy on children and families that includes a maternal and infant health plan, a basic standard of housing for families, a floor under family income and full employment," the report said.

Congress in 1971 enacted a large-scale child-care program strongly supported by labor. But then-President Nixon vetoed it, bowing to right-wing groups that claimed providing child care for children of working parents would break up the American family.

Smaller-scale federal aid was later provided for day care programs limited largely to the most needy.

8.8% Pay Boost Sought For Federal Workers

(Continued from Page 1)

three months. It also challenged changes in the scope of this year's BLS survey that were made without agreement by the unions.

Rick Galleher, research director of the AFL-CIO Public Employee Dept., presented the union case to the Advisory Committee on Federal Pay. The advisory group, made up of three persons from the private sector, attempts to mediate between the management position and the union side.

President Carter then sets the comparability pay adjustment, which takes effect Oct. 1.

A President may decide that unusual circumstances require that a scheduled increase be reduced or postponed. If so, he has the right to propose an alternative plan to Congress. But if either the House or Senate pass a resolution of disapproval, the regular comparability increase would go into effect.

Both Presidents Nixon and Ford used this power to hold down federal pay. And last year AFL-CIO members resigned from the Pay Council, charging the Ford Administration had manipulated the pay formula to match budget estimates almost to the dollar.

The union members returned after assurances from the Carter Administration that the pay comparability principle will not be sacrificed to budget considerations and that unions would have a meaningful role in the determinations.

Carter also expanded the management team, known technically as the "President's agent," to include Labor Sec. Ray Marshall. The other members are Office of Management & Budget Director Bert Lance and Civil Service Commission Chairman Alan K. Campbell.

Government Employees President Kenneth T. Blaylock, a member of the Pay Council, said relations have improved since the unions returned to the council despite the current disagreement over the amount of the raise.

The increase in the last year of the Ford Administration averaged 4.83 percent, with the highest percentage increases going to the employees in the top pay grades. The previous year, President Ford had reduced the scheduled 8.66 percent comparability increase to 5 percent, declaring that federal employees should set an example of pay restraint to the rest of the nation.

Convention Action:

Boilermakers Set Up Construction Wing

Vancouver, B.C.—Key changes in the Boilermakers organizational structure approved at the union's 25th convention here provide for the creation of a construction division and realignment of the union's vice presidential jurisdictions.

The more than 900 convention delegates voted to create the construction division to improve services for membership in the building trades. About one-fourth of the union's 145,000 members in the United States and Canada are employed in the construction industry. The remainder are in industrial manufacturing, shipbuilding and railroads.

The measure also provides for a field dues supplement of one-half of 1 percent of gross income from the building trades membership to finance the operations of the new division.

Delegates also approved an executive council recommendation calling for a reduction in the number of vice presidential geographic sections from nine to eight. The mideast section, headed by retiring Vice President Bill Williams of Virginia Beach, Va., was absorbed into neighboring regions.

The eight incumbent sectional vice presidents were re-elected to new four-year terms. Also re-elected without opposition were President Harold J. Buoy and Sec.-Treas. Charles F. Moran.

In his keynote address to the convention, Buoy noted that the Boilermakers' membership has increased 8 percent since he assumed the presidency in 1970. Although the gains were made during a severe economic downturn and rising unemployment, Buoy said he's "not satisfied with our overall organizing activities," stressing the need to step up efforts to bring unorganized workers into the union.

Delegates responded to his call by endorsing an intensified organizing program in the industrial and marine segments.

Buoy also urged continuing efforts to expand shipbuilding in the United States and Canada, programs to curb health hazards in the shipyards and to stimulate development of new domestic energy sources.

He warned of the increasing strength of multinational corporations that are a chief source of job-destroying imports in the American markets, stressing the need to institute measures to curb unfair foreign products.

The convention approved an industry-wide collective bargaining program for the industrial sector to coordinate negotiations for new agreements on a corporation-by-corporation basis. And to broaden political activities, delegates approved an extension of the Boilermakers' Legislative Education Action Program (LEAP) to Canada.

Major speakers at the five-day convention included Canadian Labor Minister John Munro, President Robert A. Georgine of the AFL-CIO Building & Construction Trades Dept., President Paul Burnsky of the Metal Trades Dept., Sec.-Treas. Jacob Clayman of the Industrial Union Dept., and President James E. Yost of the Railway Employees' Dept.

4,000 to Get Training for Trade Tests

Some 4,000 disadvantaged persons, mostly members of minority groups, will receive training for construction and industrial jobs by the Recruitment & Training Program, Inc., under a $5.2 million Labor Dept. contract renewal.

RTP formerly was called the Joint Apprenticeship Program and was sponsored by the A. Philip Randolph Institute and the Workers Defense League.

The New York agency will enroll recruits for 10 weeks of intensive tutoring to pass apprenticeship entry examinations for specific trades and crafts. The contract renewal, funded under the Comprehensive Employment & Training Act, calls for projects in 31 areas.

Assistant Labor Sec. Ernest G. Green, who announced the contract award, said one of the goals of the program is to recruit women for placement in non-traditional jobs. Special enrollment emphasis will be given to blacks and persons of Hispanic origin, he said.

Under previous pre-apprentice training contracts, most trainees have selected careers in the carpenter, electrician, operating engineer, and painter trade categories, Green said.

RE-ELECTED TO NEW TERMS, President Harold J. Buoy, right, and Sec.-Treas. Charles F. Moran of the Boilermakers acknowledge the ovation of delegates at the union's 25th convention in Vancouver, B.C. Eight incumbent vice presidents were also elected to new four-year terms.

Depends on Congress:

Tax Justice Tied to Ending Loopholes, Special Privileges

Despite the roadblocks, justice in the federal tax structure is possible, AFL-CIO Economist Arnold Cantor maintains in the Federationist, the AFL-CIO's monthly magazine.

But whether tax justice will come about depends upon the willingness of lawmakers to attack the major loopholes of special privilege for wealthy individuals and corporations, adopt simplification measures which do not sacrifice equity, and resist the temptation to enact new "so-called" incentives that waste revenues, says Cantor.

A specialist in public finance for the AFL-CIO Dept. of Research, Cantor notes widespread and growing dissatisfaction with the present federal income tax system.

"The tax structure has an inertia pulling it away from the principle of taxation based on ability to pay," he observes. "Tax loopholes become entrenched and the treasury and the nation's public sector get short-changed."

Another major impediment to tax justice is a tendency to overuse the tax system to solve problems and meet particular goals, Cantor points out.

"The nation's tax laws are cluttered with so-called 'tax incentives' and it's rare to find an issue of concern that is not accompanied by a variety of proposals for tax law changes," he notes.

The jobs credit provision of the newly enacted Tax Reduction & Simplification Act, for example, is supposed to give business an incentive to help solve the country's critical unemployment problem. But, Cantor argues, most of the $5 billion will go to firms doing what they would do anyway as they expand.

Tax justice does not require starting over from scratch, Cantor contends. Nor does it call for the adoption of a new system. The major problem with the federal income tax, he points out, is not the tax base but the income that escapes the base.

"What is required for tax justice is a careful and deliberate attack on the features of the tax code which rig it against income from work and in favor of investment income," he states. "Emphasis must be on loopholes such as the capital gains provision which exempts about one-half the profits on the sale of corporate stock, land and other 'capital' assets."

This one loophole alone costs from $8 billion to $9 billion annually in lost individual income tax revenue, and the tax benefits go almost exclusively to the wealthy, Cantor observes. Other escape routes that are open almost exclusively to the wealthy include tax-exempt bonds and the variety of tax "shelter" devices which wipe out and postpone taxes through phantom cost writeoffs and by permitting investors to mismatch costs and income.

While equity in the tax laws is of paramount importance, proposals to simplify the tax code also are high on most lists of needed improvements, Cantor asserts. The present system is much too complex and the task of filling out the tax forms is much too difficult, he argues.

"Working people should support simplification proposals, but not if the costs outweigh the benefits," he writes. "Simplification can best be accomplished within a total balanced package which includes loophole-closing, revenue-raising reforms and does not selectively single out and increase the tax burdens of particular groups of low and middle income taxpayers."

Some of the most serious obstacles to tax justice are proposals for more business tax cuts keyed to "scare talk" of impending shortages of investment capital, Cantor notes. But the evidence does not support the contention that the nation is facing a capital shortage, he observes, and "any further tilting of the tax structure in favor of investment income is unjustified."

PLANNED ACTIVITIES for Full Employment Week, Sept. 4-10, are outlined at a Washington press conference by Coretta Scott King and President Murray H. Finley of the Clothing & Textile Workers. Mrs. King, the widow of Martin Luther King, Jr., and Finley are the chairpersons of the Full Employment Action Council, which is sponsoring the week of rallies, parades, petition drives and citizens' hearings to press Congress and the Carter Administration to develop full-employment programs.

Unions Train Minorities For Waterway Project

Columbus, Miss.—Five trade unions, together known as the National Joint Heavy & Highway Construction Committee, gave ample proof here recently why they are well equipped to supply the manpower for the $1.8 billion Tennessee-Tombigbee waterway project.

At a rally at the site of the Columbus lock and dam, the unions brought in a score of semi-trailer rigs carrying $2 million worth of construction equipment.

"We didn't bring all this iron down here from St. Louis to look at. We're going to train the best hands you can get," Reese Hammond, education and training director of the Operating Engineers, declared.

The construction project, a boon to area workers, requires that contractors hire 80 percent of their employees from the 55 counties in Tennessee, Mississippi and Alabama that adjoin the waterway, and that 30 percent of the work force represent minority groups.

To meet the requirement, the Labor Dept. will fund a program under which the five unions will supply the necessary training. The cost of training the first 60 workers is estimated at about $180,000. The trainees will be recruited by the Recruitment & Training Program, Inc., a national organization that recruits minority group members for union training.

Besides the Operating Engineers, the participating unions are the Laborers, Carpenters, Plasterers & Cement Masons, and the unaffiliated Teamsters.

"There are not enough people living in the counties contiguous to the waterway with the skills needed," said Hammond, spokesman for the National Joint Heavy & Highway Construction Committee. "Ipso facto, they have to be trained."

Labor Dept. officials, working with the Army Corps of Engineers, ordered the construction equipment brought into the area after the training contract was negotiated in Washington by RTP, the unions and the government.

The training program, directed and run by personnel from the five participating unions, is expected to begin no later than Oct. 15 at a training site in the area yet to be established, Hammond said.

Other speakers at the rally included President Claude Ramsay of the Mississippi State AFL-CIO and Wilbur O. Colom, an attorney for the Minority People's Council.

"The state AFL-CIO has been a strong supporter of the Tenn-Tom down through the years," Ramsay said. "We want the project to be built under a collective bargaining agreement where workers will work under good conditions and good wages."

Colom told the rally, "We're happy to see the unions and RTP taking such definitive action. The unions are essential for the black community, and the unions are the best people to train."

Unionists Help Scouts With Labor Studies

Moraine State Park, Pa.—In one of the world's largest outdoor classrooms, over 60,000 Boy Scouts and visitors from every state and over 100 foreign nations learned about the labor movement at the ninth National Jamboree here.

The outdoor classroom was a Merit Badge Midway where over 60 career and hobby displays were located. Included were exhibits on the "American Business" and "Electricity" merit badges manned by representatives of the AFL-CIO and the International Brotherhood of Electrical Workers.

AFL-CIO community service representative Norm Osborne, of Saginaw, Mich. and George Atkinson, labor representative on the National Scout Council, were on hand throughout the Jamboree to answer questions on labor's role and to help Scouts with badge requirements.

Close to 18,000 boys have earned this badge since it was first offered in 1968. Requirements include preparations of a central labor organizational chart and explanations of union shop, open shop, collective bargaining, shop steward, business agent and union counselor. The Scouts must describe the parts played by federal and state agencies in labor relations.

Additional requirements include having an understanding of money flow in business and industry, profit, insurance and stocks, and how capital is secured.

Also featured at the Jamboree was a demonstration on the "Electricity" merit badge, presented by the IBEW. Local union apprentices under the direction of Ronald D. Alger, director of the Western Central Pennsylvania Electricians joint apprenticeship and training committee, noted that half a million Scouts have earned this badge since it began in 1911. Requirements were displayed and explained, including electromagnets, fuses, electrical circuits, meter reading, electrical terms and basic projects. IBEW representatives also called attention to the union's national apprenticeship program.

OUTDOOR CLASSROOMS set up for medit badge projects at the National Jamboree in Pennsylvania's Moraine State Park provided an opportunity for 60,000 Boy Scouts to learn about labor's role on the job and in community affairs. In the top photo, Ronald D. Alger of the International Brotherhood of Electrical Workers regional apprenticeship training program, and IBEW apprentices man a union exhibit. At right, Norm Osborne, community services representative in Saginaw, Mich., discusses the functions of unions in the economy with Scout Russ Munyan, 15, of Shawnee Mission, Kan.

Support Widens:

Major Dailies Back Labor Law Reform

Key provisions of the Administration's labor law reform bill have won widespread editorial support, even from newspapers that seldom agree with the trade union position.

Thus, both the Chicago Tribune and the Chicago Daily News used the same word to describe the thrust of the labor law reform bill. The word was "fair."

While there can be debate over details, the News said, "we believe that in general the Carter Administration proposals are fair."

The Tribune, a staunchly conservative newspaper, acknowledged that the National Labor Relations Board hasn't been able to prevent employers from stalling elections or firing union supporters.

Therefore, it supports some proposed changes "because they strike us as fair."

In other editorial comments compiled by the AFL-CIO Task Force on Labor Law Reform:

- The New York Times said the legislation "should be adopted." It found "little merit" in employer objections to the bill "in light of the abuses that have grown up under existing conditions."
- The St. Louis Post-Dispatch concluded that, "If the bill is enacted, those companies that use delay and threats to frustrate a lawful effort to organize employees or the collective bargaining process would have a much more difficult time doing so."

It said the Administration "has no need to apologize for supporting legislation that does nothing more than give greater meaning to the protections offered working people by the National Labor Relations Act."

- The Los Angeles Times concurred with the need to "stiffen penalties against labor law violators and speed the workings of the National Labor Relations Board."
- The Chattanooga Times cited the weakness of present procedures, asking whether there is really "equal protection" of the law when delays and legal appeals frustrate workers who try to claim their right to union representation.

A number of other large newspapers, including the Baltimore Sun, Miami News and Orlando Sentinel-Star, had some reservations about parts of the labor law bill. But they generally agreed that employer attacks on the measure are unfounded and some corrective action is needed.

Trade Deficit Still Mounting

(Continued from Page 1)

Blumenthal recently predicted that this year's deficit will exceed $25 billion.

A large part of the dollar drain has come from increased and higher-priced oil purchases, which make up 30 percent of U.S. imports. But the trade deficit has also been built up by manufactured goods — from television sets to clothing—which have been paid for with U.S. jobs as well as U.S. dollars.

The July trade deficit was below the all-time record of $2.8 billion set the previous month. But it was nevertheless the fourth highest monthly deficit on record, the Commerce Dept. reported.

4 Arrested in Scheme For Phony Directory

(Continued from Page 1)

The bulk of the money taken in by the phony advertisement pitch was channelled to the Miami headquarters through the use of interbank transfers and registered mail, the prosecutors reported.

When the Ohio AFL-CIO first learned of the fraudulent operation, it contacted the ILPA, and its secretary-treasurer, Allen Zack, flew to Columbus and met with Ohio Labor Press Association officials, Columbus detectives and prosecutors to offer assistance and information on similar schemes used in the past.

This assistance helped police and prosecutors tie together similar operations in Miami.

During their investigation, police learned that some of the principals involved in the Columbus operation were also allegedly involved in soliciting advertising for non-existent publications in Tucson, Ariz., within the last two years.

Miami and Dade County, Fla., investigators are cooperating with Columbus officials in the case, the prosecutors said. Tucson officials said publications for which advertising was purchased never appeared there.

The name of the firm used in the Columbus operation was Walton-Thompson Co. Police said when an individual agreed to buy an advertisement, a runner was sent immediately to pick up the check before the buyer had time to determine if the operation were legitimate.

The two principals, Paul Thompson and Merle H. Walton, were arrested Aug. 16 in a house used as headquarters for their solicitations. Also arrested at the site were Lora A. Gottwick, and Claudia McLaughlin.

Advertising solicitations were also made for non-existent law enforcement, drug abuse and church guides, investigators said.

James Lewis, assistant prosecuting attorney in charge of the investigation, said he hopes to gather enough evidence to bring charges also against Miami figures believed to be involved in the fraud.

He credited the legitimate labor press with providing "a great deal of help . . . which has been of benefit in tieing the pieces together."

Correspondence about address corrections should be sent with attached mailing label to: AFL-CIO Subscriptions, Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

8-27-77

JUAN DEL PINO, newly elected general secretary of the Inter-American Regional Organization of Workers (ORIT), discusses Latin American affairs with AFL-CIO President George Meany. With them are Andrew McLellan, left, AFL-CIO inter-American representative, and William Doherty, executive director of the American Institute for Free Labor Development. Del Pino is the former head of the Venezuelan Petroleum Workers Federation. ORIT's executive board will meet just prior to the AFL-CIO convention in Los Angeles in December.

Workers Real Wages Suffer Further Drop

(Continued from Page 1)

While food prices, including restaurant bills, barely rose in July, charges for services continued their unabated rise. BLS said the services component of the CPI rose eight-tenths of 1 percent last month, about the same as increases in each of the preceding six months.

The prices of some food items bought in grocery stores actually declined slightly in July as fresh produce and other farm products became more plentiful.

BLS reported lower prices for beef, poultry, pork, fresh fruits and vegetables, sugar and ground coffee. The declines in pork and sugar prices were the first this year, while the drop in coffee prices was the first in almost two years.

On the other hand, egg prices rose sharply in July after declining for four months, BLS said. Other price increases were posted for dairy products, cereal and bakery products, fats and oil products, and processed fruits and vegetables.

Restaurant and snack bar prices rose four-tenths of 1 percent over the month, less than half the average monthly increase in the first half of the year.

The cost of non-food commodities rose at the same one-tenth of 1 percent rate as food prices, about the same as in June. The rise compared with increases of four-tenths of 1 percent in each of the three preceding months and about seven-tenths of 1 percent earlier in the year.

BLS attributed the slowdown in the rate of increase of non-food commodity prices to declining used car and gasoline prices. Used car prices fell 2.7 percent, seasonally adjusted, in July; 2.2 percent in June, and 1.3 percent in May. The price of gasoline and motor oil dropped three-tenths of 1 percent last month, about the same as in June.

Moderate price increases were reported for most other non-food commodities. Fuel oil and coal prices rose six-tenths of 1 percent, the smallest rise this year. Summer sales were credited for moderate price advances on apparel and household goods.

Housing and medical costs were the primary cause of the unrelenting rise in service charges. Mortgage interest rates rose sharply, reflecting primarily higher rates on Federal Home Administration loans. Other steep rises were registered for property insurance rates, electricity charges, and natural gas rates.

Medical care charges rose mainly because of higher hospital bills and physicians' and dentists' fees. Transportation services also were up but rose at a slower rate than in June due to smaller increases for auto insurance and public transportation charges.

Slim Pickin's

Labor Day Weekend Network Schedule

AFL-CIO leaders will appear on a number of television and radio programs over the Labor Day weekend.

Sunday, Sept. 4

Sec.-Treas. Lane Kirkland on Meet the Press, NBC-TV —12:30 p.m. EDT.

Monday, Sept. 5

President George Meany CBS-TV Morning News — 8:00 a.m. EDT.

Vice President Murray Finley on the Today show, NBC-TV—8:00 a.m. EDT.

IUD President I. W. Abel on Mutual radio, 12:15 p.m. EDT.

Sec.-Treas. Kirkland on NBC radio, 12:30 p.m. EDT.

President Meany on CBS radio, 7:35 p.m. EDT.

Local stations may alter program schedules and should be checked for exact broadcast times.

Service Jobs Account for 3-Year Gain

An analysis of the composition of the 3.7 million non-farm payroll jobs gained in the last three years indicates that virtually all of the increase has been in the service sector of the economy.

Meanwhile, the goods-producing sector of the economy remains below the 1974 level, the AFL-CIO Research Dept. observes in a detailed study of a Bureau of Labor Statistics survey of jobs and laborforce growth between July 1974 and July 1977.

During the study period, the nation's unemployment rate went up from 5.5 percent to a peak of 8.9 percent in May 1975 and tapered off to 6.9 percent last month.

While the number of jobs in services rose 1,649,000, employment fell by 512,000 in manufacturing and remained unchanged in construction and in the federal government, the AFL-CIO analysis shows. Employment over the three-year period rose 1,162,000 in wholesale and retail trade, 300,000 in finance, insurance and real estate, and 123,000 in mining.

A breakdown of jobs in the manufacturing sector showed most of the decline in nondurable goods industries where the loss was 497,000. Most of the job losses occurred in primary metals, electrical equipment and supplies, fabricated metals, and transportation.

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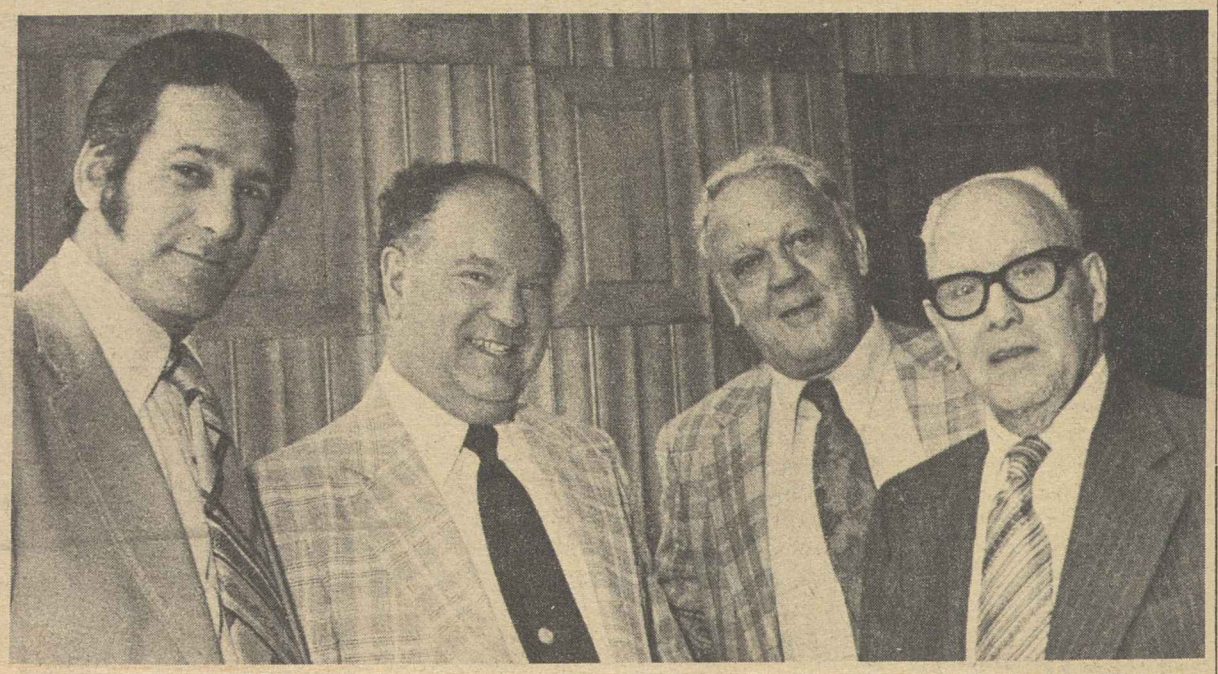
Council Vows All-Out Fight For Key Legislative Goals



NEW VICE PRESIDENTS elected to the AFL-CIO Executive Council are welcomed by Federation President George Meany. From left are President Kenneth T. Blaylock of the Government Employees, President Lloyd McBride of the Steelworkers and President David J. Fitzmaurice of the Electrical, Radio & Machine Workers.

Spells Out Social, Economic Agenda

By Saul Miller

The AFL-CIO strongly reaffirmed its determination to press the fight for full employment, just labor laws, a fair minimum wage, safety on the job and a wide range of social and economic issues on the national agenda.

The determination was spelled out in a series of statements adopted at the mid-summer meeting of the Executive Council in Washington that dealt also with struggle for human rights around the globe, the situation in Southeast Asia, support for the Administration's Panama Canal treaties and the continuing battle for an end to discrimination in hiring and promotions.

The theme was underscored in a statement declaring that Labor Day week is a time of "rededication to our joint goals of full employment and reform of the labor law to guarantee the rights of workers to join a union and bargain collectively."

AFL-CIO President George Meany told reporters at a press conference that the goal of the labor movement "can be summed up perhaps in one word—jobs. We don't want people unemployed. We want to take people off unemployment insurance. We want to take people off welfare . . . The Number One priority is jobs."

The council elected three new members, Lloyd McBride, president of the Steelworkers; David J. Fitzmaurice, president of the Electrical, Radio & Machine Workers; Kenneth T. Blaylock, president of the Government Employees. It voted its support for a number of boycotts involving difficult and prolonged strikes.

In the area of national affairs, the council took the following actions:

- Called upon Congress and the Administration to develop policies and programs that will stimulate more rapid and sustained economic growth, and criticized President Carter's targets and timetables for cutting unemployment as "too timid."
- Affirmed its all-out support for the President's labor law reform proposals and urged their speedy enactment by Congress.
- Renewed its appeal to Congress for prompt action to raise the minimum wage and keep it above the poverty level.
- Asked early congressional passage of the Administration's proposal to mandate a higher share of imported oil cargoes to U.S.-flag tankers.
- Voiced support for the bulk of the House-passed energy policy bill, but registered sharp criticism of those sections that would lead to higher taxes and higher fuel prices for consumers.

(Continued on Page 3)

NLRB Raises Interest Rate On Back Pay

The National Labor Relations Board discarded its flat 6 percent interest rate on the back pay it orders to help remedy illegal firings, and substituted the variable interest rate formula used by the Internal Revenue Service in cases involving underpayment or overpayment of federal taxes.

The IRS formula is currently 7 percent. The rate is tied to interest rates in the private money market and is subject to automatic adjustment every two years. The next change possible is in early 1978.

The board's unanimous decision grew out of a case involving the

(Continued on Page 12)

Labor Day Themes:

Jobs, Worker Rights Linked in Messages

Full employment and the preservation of workers' rights are the top priorities of the American labor movement today, AFL-CIO President George Meany declared in his 1977 Labor Day message.

"We consider full employment as both achievable and practical," Meany said. "We think that a job opportunity for every American able and willing to work is an essential human right.

"Similarly, the human and legal right of workers to form their own unions free from employer interference and coercion must be strengthened and protected."

While the labor movement has become fully integrated into American society, there are still many employers who refuse to recognize their employees' rights, and who "repeatedly and willfully violate the laws protecting those rights," Meany charged.

The most common illegal practice is for companies to fire workers who want to form a union, he observed. Illegal though it is, the practice is widespread because the law designed to prevent it is "old and slow and riddled with loopholes, weaknesses and opportunities for delay," Meany said.

"When a law—any law—is violated with virtual impunity and official orders to obey the law ignored, all Americans are affected."

Most Americans support the view that the nation's basic labor law—the National Labor Relations Act—sorely needs to be overhauled to provide balance and fairness for labor and management, Meany asserted. Twice amended to meet employer objections since its enactment 42 years ago, the NLRA now leans heavily toward the employer's side, he charged.

President Carter's proposals for labor law reform, now being considered by Congress, would eliminate lengthy delays between National Labor Relations Board decisions and enforcements and stiffen penalties for the most flagrant

(Continued on Page 12)

Carter's Welfare Plan Termed Short of Need

President Carter's proposals for welfare reform "move in the directions which the AFL-CIO has long advocated" but fall far short of providing the poor with decent jobs and adequate income, the federation's Executive Council said.

The Administration's program also fails to provide the "immediate fiscal relief which states and cities so urgently need," it declared.

The council statement cited the AFL-CIO's earlier positions on the need for welfare reform through coordinated programs to meet the needs of the working poor, those who can't find jobs and those who cannot work.

The President's program makes some distinction among the three groups of the poor, the council said, but falls short in many areas.

For those unable or not expected to work the benefit level is inadequate and there is no guarantee that those currently receiving benefits at more adequate levels would not be hurt. Eligibility requirements would prevent many needy families from drawing benefits.

For those expected to work the

(Continued on Page 2)

Panama Canal Treaties Draw Labor's Support

The AFL-CIO Executive Council unanimously voted full support of the Panama Canal treaties negotiated by the Carter Administration and called on the Senate to ratify the accords.

The council declared that the treaties "guaranteeing the permanent neutrality of the Canal and the operation and defense of the Canal through the year 2000 are instruments worthy of support by U.S. citizens and their elected representatives."

The council said "we are satisfied" that the new treaties adequately cover the questions of job security and the rights of workers in the Canal Zone.

AFL-CIO President George Meany told reporters that the statement means "full support" and that the federation will use "whatever influence we have . . . to translate that support into approval" by the Senate and certain other legislation in the House.

He commented that "there is no particular reason for us holding onto territory" thousands of miles away because "we built the Canal on somebody else's land back in 1904. I don't think the history of American involvement in the Canal is anything that Americans can be proud of."

(Continued on Page 2)

OFFICIAL WELCOME to the Executive Council is extended to Vice President J. C. Turner by Sec.-Treas. Lane Kirkland. Turner, president of the Operating Engineers, was elected at the council's spring meeting in May.

3 New Members Fill Vacancies on Council

The AFL-CIO Executive Council elected three new members to vacancies caused by the resignations of two vice presidents and the death of another.

The new members are Lloyd McBride, president of the Steelworkers, David J. Fitzmaurice, president of the Electrical, Radio and Machine Workers, and Kenneth T. Blaylock, president of the American Federation of Government Employees.

They succeed I. W. Abel, retired Steelworkers president; Paul Jennings, resigned IUE president, and Francis S. Filbey, late president of the Postal Workers.

The council adopted resolutions accepting the Abel and Jennings resignations with deep regret and memorializing Filbey. It adopted also a statement accepting the earlier resignation of Hunter Wharton, retired president of the Operating Engineers. He was replaced at the May council meeting by IUOE President J. C. Turner.

McBride, 60, was elected two months ago as Steelworkers president. He joined the union in 1936, served as a local president in St. Louis, became a USWA representative and was elected director of the union's District 34 in 1965.

Abel served on the federation's council for 12 years, heading the Economic Policy Committee, and served as an AFL-CIO representative on numerous government boards and commissions. The council noted that he was "the moving force in the development of new approaches to collective bargaining" in the steel industry.

Fitzmaurice, 63, has been president of the IUE since 1976 after serving eight years as the union's secretary-treasurer. He joined IUE in the 1940s, served as president of a large Cleveland local at a GE plant, and was elected president of District 7 in 1960. He has been a leader in GE-Westinghouse coordinated bargaining since 1969.

Jennings, on the council for 12 years, served on the civil rights and economic policy committees and led in the development of the coordinated bargaining policy and inter-union cooperation.

Blaylock, 42, elected AFGE president in September 1976, joined the union in 1954 as a wage grade employee at Maxwell Air Force Base in Alabama, was elected local president and in 1972 a national vice president of the union's Fifth District. He serves on the executive board of the Public Employee Dept. and as a vice president of the Industrial Union Dept.

Filbey was elected to the council in August 1974 and was a guiding spirit in the creation of the Public Employee Dept. as well as the chief architect of the merger of five unions into the Postal Workers. He was a leader in the breakthrough negotiations that brought bargaining rights to postal workers.

Wharton, on the council for 12 years, served as chairman of the Committee on Education and on the civil rights, safety and health and international affairs units.

Panama Canal Treaties Win Labor Support

(Continued from Page 1)

The council statement cited the opinion of the Joint Chiefs of Staff that the treaties provide for continuing freedom of action of the United States to maintain neutrality of the Canal and use all installations for its defense through the year 2000.

It stressed that since 1949 labor has called for justice in the Canal Zone in arguing for equal pay for equal work "so that Panamanian citizens would not be exploited through a double standard of remuneration." The AFL-CIO has maintained "a vigilant stance" on workers' rights in the Canal Zone through the long years of negotiations for a treaty.

Under the proposed treaty, the council said, U.S. citizens now employed in the Canal Zone will be protected and remunerated as U.S. government employees and will be offered new benefits tailored to fit the new treaty characteristics, such as early retirement.

The treaties, the council concluded, "constitute a just and enduring basis for harmony in the Western Hemisphere."

Republican Captures Louisiana House Seat

New Orleans—The election of Republican Robert Livingston to Louisiana's 1st District gives the U.S. House of Representatives a party breakdown of 289 Democrats and 146 Republicans.

Livingston, a 34-year-old former assistant U.S. attorney, defeated two other candidates in a special election to fill the seat vacated by Democrat Richard Tonry, who resigned on May 4 and eventually was convicted of vote fraud.

Carter's Timetable 'Too Timid':

Top National Priority Pushed For Programs to Create Jobs

The AFL-CIO Executive Council called upon the Carter Administration and Congress for policies and programs that will stimulate more rapid and sustained economic growth, declaring that President Carter's targets and timetables for cutting unemployment are "too timid."

"The nation should place full employment as its primary goal in economic policy matters," the council declared in a statement. "Enactment of the Humphrey-Hawkins Full Employment & Balanced Growth Act would assert the nation's commitment to this goal."

In the remaining months of 1977, Congress and the Administration should move promptly on such urgent economic issues as minimum wage, energy, housing and community development as well as full employment, the council said.

"Appropriate action on these programs would strengthen the economy and help meet long-term needs."

The cornerstone of all government actions, however, must be full employment, the AFL-CIO stressed, adding: "America must be put back to work."

Pointing out that unemployment has remained at the same high level since April, the council said that the nation's true jobless rate today is 9.8 percent, or about one out of every 10 workers without employment. The Administration projects that unemployment will remain unacceptably high through 1979.

The economy must generate between 2 million and 2.5 million jobs a year to meet the needs of a growing labor force, the AFL-CIO observed. Additional jobs will be needed to replace those wiped out by technological change and to cut into the backlog of unemployment.

Meanwhile, a slower second half 1977 has been predicted by many economists. Consumer buying, the key to the first half pick-up, is likely to grow more slowly in the second six months of the year, with the result that job-creation also will fall off, the council said.

"Similarly, business spending for inventories is not likely to continue at the pace of the first half of 1977," the council observed.

Other worrisome signs noted by the AFL-CIO include under-utilization of plant capacity, tighter money pushing up interest rates, a persistent housing shortage, and chronic inflation. Despite indications of an economic slowdown, however, big business continues to register high profits.

"Corporate after-tax profits during the first half of 1977 were at an annual rate of over $100 billion —almost 10 percent above the 1976 record levels and 35 percent higher than the peaks reached prior to the recession," the council observed. "Rising profits for U.S. corporations reflect rising prices, a greater volume of sales, and higher operating rates."

The council called for more direct job-creation programs, an expansion of the accelerated public works and public service programs, and new major projects to modernize the nation's railroads, meet transportation needs, environmental concerns, energy development and other domestic needs.

It also stressed the need for low interest rates to encourage expansion of the housing industry, new business investment in plant and equipment, and state and local public investment. In addition, the council recommended that the Federal Reserve Board be directed to assure an adequate supply of money and credit to allow healthy job-creating economic expansion.

The council also urged the Administration to protect the interests of American industry and American workers through safeguards against foreign dumping and unfair trade actions by other nations.

5-Point Program Urged To Revive Central Cities

The community and economic development needs of America's older central cities must be given high national priority, the AFL-CIO Executive Council declared.

The "vicious cycle of deterioration has to be reversed," the council said, spelling out a five-point program to deal with the conditions that are placing the cities in social and economic jeopardy. The program includes:

- Completing congressional action on pending housing and community development legislation.
- Development of new strategies by the Administration to assure the creation of long-term jobs in areas of high unemployment.
- Coordination of private and public efforts to achieve effective investment and development of older urban areas.
- Enlisting large national corporations in providing expanded job opportunities, particularly for jobless youth.
- Establishment of a national urban development bank to provide credit, not otherwise available, at reasonable terms.

The legislation now before Congress which the council urged quick action on would provide funds for cities most in need of aid, focus community development funds on the needs of lower-income groups, encourage private sector reinvestment and authorize adequate levels of federal housing assistance.

Describing the scope of the problem, the council said that "central cities suffer from high levels of unemployment, especially for young people, and are faced with declining revenues and increased needs for capital improvements and social services that cannot be met.

"Since central urban areas suffer from age and obsolescence, congestion, environmental pollution, crime and economic stagnation, many families migrate to suburban areas to take advantage of available jobs, housing and better educational resources. Minorities, the poor and older persons who are less able to move are confined to the cities."

The underutilization of human and physical resources in the large, older cities means that productivity and demand in the national economy will remain below achievable levels, and public and private plants and facilities stand unused, resulting in a waste of resources and investment values.

Carter's Welfare Plan Termed Short of Need

(Continued from Page 1)

program is "totally inadequate" and would undercut hard-won wage standards in both public and private employment by substituting the minimum wage for the actual prevailing wage for particular work. The program also provides for substandard wages for public service jobs, and the plan to force workers to accept jobs at the minimum level would permit unscrupulous employers to exploit both the poor and regular workers.

The council stressed that "no individual should be required to take a job, public or private, at less than the prevailing wage for that job" and that welfare recipients "must not be forced into strikebreaking."

The statement expressed vigorous opposition to the abolition of the food stamp program as well as restricting extended unemployment insurance or extending the earned-income tax credit to portions of the population with incomes far above the poverty level. Further, welfare reform must not entail any reduction in the level of subsidized housing programs or curtail housing subsidies for welfare recipients in subsidized units, the council said.

It emphasized also that there is no indication in the Administration program of the need to fully guarantee the job rights and employment conditions of state and local employes who administer present programs.

The council said there are three things the Congress can do to improve the Administration's proposals:

- Establish a cash assistance program to provide income support in a direct, equitable and efficient manner to poor families and individuals who cannot work, with the benefit level at no less than the poverty level and indexed to reflect rising living costs.
- Provide a public service employment program for those who can work at prevailing wages and fringe benefits.
- Improve the earned-income tax credit in conjunction with a continuing food stamp program to lift the working poor out of poverty, rather than have them rely on welfare payments.

The council strongly urged Congress to move immediately on state and local fiscal relief, pointing out that legislation has been introduced providing $1 billion for that purpose.

The statement also noted legislation taking shape in the Senate Finance Committee providing some fiscal relief but also calling for changes "extremely harmful to public assistance, child welfare and social service programs." "Immediate action is needed," the council said, "but it must help the poor, not inflict more punishment on them."

Council Girds for Fight on Basic Goals

Spells Out Social, Economic Agenda

(Continued from Page 1)

● Called on the House to include provisions for partial public funding of congressional election campaigns when it considers amendments to the Federal Election Campaign Act.

● **Endorsed the basic thrust of the President's proposal to deal with the problem of illegal aliens, but reserved final judgment until the Administration spells out specifics of the plan in legislation.**

● Said that Carter's proposals for welfare reform, while moving in the right direction, fall far short of providing the poor with decent jobs and adequate income and fail to provide the immediate fiscal relief "which states and cities so urgently need."

● Received the findings of a special committee that the nation's public broadcasting system may never meet its goals as an alternative to the commercial media unless it receives adequate financing, has broader public representation in its administration and makes fuller use of American creativity.

● Spelled out a five-point program to give high national priority to the community and economic development needs of the older central cities.

● **Endorsed the Occupational Safety & Health Administration's "common sense" approach to enforcement of federal job safety standards by concentrating on high-risk industries and health hazards while cutting needless paper work.**

● Assailed proposals by the head of the Internal Revenue Service to tax some of the fringe benefits of workers as income.

● Called on the President to retain controls on imports of specialty steel products without any weakening amendments.

In press conferences held during the sessions, Meany told reporters:

● The President has scored some pluses on important programs, labor law reform, minimum wage and especially energy, but he should reorder his priorities to make jobs the top issue. Meany said he does not agree with the projections of the Administration on either inflation or reduction in the jobless rate.

● The increase in the discount rate by the Federal Reserve Board is going to add to unemployment and is not going to help the economy. Dr. Arthur Burns, chairman of the FRB, is a "disaster" and should be retired.

● The situation of Bert Lance obviously calls for Congress to tighten up banking regulations. Meany said Lance lacked the qualifications to be director of the Office of Management & Budget and that the argument that he is competent is not substantiated by the record.

● The AFL-CIO would welcome the reaffiliation of the Auto Workers, but the decision has to be made by the UAW and the federation is taking no part.

● **The President has shown no inclination up to now to stop talking about human rights, but there are persons in the State Dept., who would like to see Carter modify his position. "I hope he does not moderate his position."**

In other action the council voted contributions to the Jewish Labor Committee, League for Industrial Democracy, National Planning Association, Leadership Conference on Civil Rights, Philip Taft Labor History Award, Clergy Economic Education Foundation, and the National Symphony Orchestra.

The next council meeting was set for Dec. 7, 1977, in Los Angeles, the day prior to the opening of the AFL-CIO convention.

EXECUTIVE COUNCIL deliberates AFL-CIO policies at its mid-summer meeting dealing with a wide range of economic and social issues, including labor's fight for full employment, labor law reform, improved minimum wage and job safety.

Quick Action by Congress Pressed To Strengthen Federal Labor Law

The AFL-CIO vowed "all-out" support for President Carter's labor law reform proposals, and called upon Congress to promptly enact them into law.

In a statement warning of the intense opposition to the Administration's recommendations, introduced in Congress by Sen. Harrison Williams (D-N.J.) and Rep. Frank Thompson (D-N.J.) and others, the Executive Council said that labor's drive for reform of the nation's basic labor laws requires the full support and cooperation of all AFL-CIO affiliates, state and local central bodies.

"We are heartened that President Carter has seen the need for justice and protection of workers' rights," the council said. Carter's proposals, announced on July 18, substantially address the problems and weaknesses in the National Labor Relations Act outlined by the Executive Council last February.

The recommendations "would go a long way toward restoring balance to the nation's labor law by enhancing enforcement and reducing unnecessary delays in administration of the law," the council said.

"They merit the full support of the labor movement and all citizens who believe in equal justice and prompt, fair administration of a national labor law that tilts neither toward unions nor management, but rather is totally concerned with protecting the rights of workers freely to decide for themselves if they want union representation."

While the President's proposals are limited to protecting the rights of workers during an organizing campaign and negotiation of a first contract, "there are other provisions in the National Labor Relations Act that adversely affect unions which we in the AFL-CIO would like to see changed," the council observed.

"But the first step must be to protect the rights of workers who seek to form their own unions and bargain collectively with their employer."

The council said it was "shocked and dismayed" by the scare tactics, misrepresentation and deliberate falsehoods used by some elements of the business community seeking to defeat the President's recommendations. It also noted an increase to unprecedented levels in the number of employer violations of labor law.

"This corporate law-breaking cannot be tolerated any longer," the council declared. "It threatens to undermine not only the nation's labor laws, but all laws which protect the public from unchecked abuses of corporate power."

As part of their tactics to retard achievement of workers' rights, the Chamber of Commerce and the National Association of Manufacturers have introduced their own bill, which they call the Employee Bill of Rights, the council noted. The measure follows the same tested technique they have used in labeling union-busting as "right-to-work," the council charged.

"It is, in fact, a bill of wrongs," the statement declared.

"The bosses' bill would give employers the right to lie, threaten and coerce, break strikes, call union elections, bleed unions financially by burdening the grievance and arbitration process with unfair labor practice cases, and further delay elections—all this plus the right to escape punishment for illegal acts."

The council noted that the Task Force on Labor Law Reform, which t established earlier this year, is coordinating the AFL-CIO push for passage of the Administration bill, providing information to affiliates, the public and Congress on the need for labor law reform, the substance of the President's proposals, and the truth about the bosses' bill.

Minimum Wage Boost Called Critical for Poor

Congress should act promptly to raise the federal minimum wage from $2.30 to $2.65 an hour, and provide for automatic adjustments thereafter, the AFL-CIO Executive Council declared.

The federation is supporting a bill expected to come up in the House in mid-September and later in the Senate that would lift the minimum to that level and raise it to 53 percent of the average manufacturing wage by Jan. 1, 1980. Supported also by President Carter and the Coalition for a Fair Minimum Wage, the bill is admittedly a compromise measure, and "not all that we had sought," the council acknowledged.

"But the working poor cannot wait much longer," it said in a statement.

In calling for the bill's speedy passage, the council urged Congress to reject employer group arguments that a youth "subminimum" wage would substantially reduce teenage unemployment.

"Lowering wages does not create jobs, but it does create poverty," the council declared. "No link has ever been proven between youth unemployment and minimum wage increases."

"Even the proponents of a youth subminimum wage do not deny that it will cause unemployment among older workers—20- to 24-year-olds just starting out their families, mothers and fathers fired so that their sons and daughters can be hired at a cheaper rate, and semi-retired workers seeking a few hours work a week to supplement pensions."

"A government policy which moves teenagers to the front of the hiring line today, because they have the highest unemployment rates, may well have to legislate lower wages for young adults tomorrow so that they will be hired first.

"Because a disproportionate number of minimum wage workers are minorities and women, a teenage subminimum would cause increased discrimination against these workers by employers who would hire teenagers at cheaper wages."

The council also urged the House to suport a provision in the bill to reduce the "tip" credit in a series of stages to $1 an hour. "We believe that so-called tipped employees should not have to depend on the generosity of customers for half of the minimum wage," the council declared.

"The working poor must have an increase in the minimum wage as soon as possible and a guarantee of an above-poverty wage in the future," the council emphasized. "The compromise bill we support would achieve both objectives."

Carter Urged to Retain Steel Import Controls

President Carter should retain import controls on specialty steel products without any weakening modifications, the Executive Council said.

Imports have seriously injured the U.S. specialty steel industry, which employs more than 65,000 Americans, the council pointed out.

"Full recovery of this industry remains uncertain unless the three-year import restraint program established by President Ford is continued," it warned.

OSHA's New Approach To Enforcement Backed

A "common sense" approach to enforcement of federal job safety standards instituted by the Occupational Safety & Health Administration earlier this year won the backing of the AFL-CIO.

The federation's Executive Council endorsed OSHA's efforts to step up enforcement in high-risk industries and give priority to health hazards, while reducing needless paperwork on record-keeping and reports of occupational injuries and disease.

But the council said it was opposed to the Labor Dept.'s action exempting employers with 10 or fewer workers from recording job-related injuries and illness.

The council also expressed concern over reports that a multi-agency presidential task force would replace effective safety standards with "a retrogressive and destructive system" of fines and financial incentives for employers to abate hazards.

"The task force is loaded against OSHA," the council warned, because of its dual chairmanship and makeup.

Although the Secretary of Labor will be a co-chairman, so will the director of the Office of Management & Budget, it pointed out.

The council further noted that the Departments of Labor and Health, Education & Welfare—the two agencies responsible for the administration of the federal safety law—will be outnumbered. The other agencies are the Dept. of Commerce, Council of Economic Advisers, the White House Domestic Policy Staff, the Small Business Administration and OMB.

"There is nothing that this task force has been instructed to do that could not have been accomplished by OSHA under the common sense priorities program," the council stressed.

It urged President Carter to rely on the abilities of Labor Sec. Ray Marshall and Assistant Labor Sec. Eula Bingham in redirecting the OSHA program and to provide the agency with needed staffing and resources.

"For six years and through two Administrations, organized labor has fought to protect the integrity of the Occupational Safety & Health Act against all attacks from within and without," the council said. "That will remain our unalterable position."

Congressional Election Fund Plan Backed

Partial public financing for candidates in House general elections will work if given the chance, the Executive Council declared in urging the House to include such a provision when it considers amendments to the Federal Election Campaign Act.

A filibuster by Republicans and southern Democrats killed a measure in the Senate last month that would have provided limited public funds and set a ceiling on campaign spending for senators.

This "obstructionist minority" in the Senate used the same tactics to delay enactment of the Voting Rights Act of 1945, the council charged. It said that opponents of public financing want to maintain a system of getting their funds from a small number of large contributors to better assure their elections.

"The preference of a minority of the Senate for the status quo should not prevent the House from moving forward," the council stressed.

"A political system financed by a large number of small individual contributions gives a fair chance to the candidates who wish to represent all the people, and not just the people who can afford large contributions.

"That is why public financing is the alternative which is in accord with America's basic principles," the council asserted.

While abandoning the use of limited public funds for congressional election campaigns, the Senate did make "modest, but sound" changes in the reporting and record-keeping provisions of the federal elections law, the council said in urging the House to make further improvements.

"The public financing of presidential election campaigns worked in 1976," the council observed. "We are confident that partial public financing of House general election campaigns will work. And perhaps then, the minority in the Senate will let the full Senate vote on the issue."

LABOR'S POSITION on national issues and international problems adopted by the AFL-CIO Executive Council is outlined by Federation President George Meany at a news conference.

Council Lauds Envoy On Human Rights Stand

The AFL-CIO aligned itself with the Carter Administration's human rights-oriented foreign policy by commending to the American people a recent speech on the subject by Richard N. Gardner, U.S. ambassador to Italy.

In the speech, delivered in Florence, Italy, on July 18, "we have found an expression of principles with which the AFL-CIO can identify," the Executive Council declared at its summer meeting.

"These remarks, for their clarity and candor, warrant special note as a particularly forceful statement of the role of human rights goals and standards in American foreign policy," the council said. The full text of Gardner's speech appears in the August issue of the AFL-CIO's monthly magazine, the American Federationist.

In his speech, Gardner stressed that the need of the times is to strengthen implementation of the various declarations of human rights. Since United States foreign policy must reflect fundamental American values, the nation therefore must champion basic human rights, Gardner declared.

He said that the Belgrade review conference on the 1975 Helsinki agreement should thoroughly examine all three major areas of the accords, and that the U.S. delegation will give equal weight to the three so-called "baskets" involving political-military, economic-scientific, and human rights commitments. The meeting begins next month.

"We are especially interested in the progress made thus far in implementing the Helsinki commitments on free movements of people and ideas," Gardner observed in his speech. "Unfortunately, the Warsaw Pact countries have not yet changed their repressive policies on human rights activists, free flow of information and human contacts."

He noted that none of the 35 signatories to the Helsinki accords, including the United States, has an unblemished record. "But in our view the spirit that emerged at Helsinki must be nurtured, the momentum must be maintained," he said. "The best way to make progress is to insist on an objective examination of the extent to which all the Helsinki signatories are carrying out their solemn obligations."

The reaction of the USSR and the Soviet-bloc nations to President Carter's renewed emphasis on human rights contains a certain irony, Gardner noted.

"The Soviet representatives have always had their ideology, have promoted it throughout the world, and have never hesitated—indeed have never ceased—to criticize those things they consider to be the evils of western society," Gardner asserted. "Yet now they protest when we affirm our values, our commitment with respect to human rights."

U.S. foreign policy will continue to emphasize the need for human rights, Gardner pledged, adding:

"We must be what we are. We must reflect our own traditions and values. And if this is uncomfortable for others, we can only regret this discomfiture and hope that changes eventually ensue."

William Pollard Named To Desegregation Panel

Denver—William Pollard, director of the AFL-CIO Dept. of Civil Rights, has been named to a newly established national task force on school desegregation.

The task force, set up by the non-profit Education Commission of the States headquartered here, will study the desegregation process in America and examine alternative strategies for its accomplishment. Its purpose is to help state and local officials carry out school desegregation.

Full Employment Week Focuses on Jobs, Rights

Labor Day 1977 and the Sept. 4-10 Full Employment Week provide an opportunity for the American labor movement to rededicate itself to the twin goals of full employment and labor law reform, the AFL-CIO Executive Council declared.

"Both goals are vital and necessary not only to the American labor movement but to America itself," the council said in a statement urging all AFL-CIO affiliates to participate in the Labor Day and Full Employment Week celebrations and functions scheduled in communities across the nation.

A decent job for every American willing and able to work should be the aim of the nation's economic policy, the council said. Today's official jobless rate of 6.9 percent represents "a tragic and intolerable waste of human resources," it declared. The true rate is 9.8 percent if the number of workers who have stopped looking for jobs and the number of part-time workers who want full-time work are factored in, the statement noted.

It pointed out that unemployment is even higher among minorities, women, and teenagers, and many of those who hold jobs receive substandard wages that force them to accept welfare just to exist.

The Full Employment Action Council, headed by Mrs. Coretta Scott King and AFL-CIO Vice President Murray H. Finley, will also devote attention during the week of Sept. 4-10 to the need for reform of the nation's basic labor laws to guarantee the rights of workers to join a union and bargain collectively.

"This need has been clearly demonstrated," the Executive Council stressed. "Millions of workers have been deliberately and systematically deprived of the rights supposedly guaranteed them when the National Labor Relations Act was adopted 42 years ago.

"The law said workers have the right to join unions and bargain collectively with their employer over wages, hours, and working conditions. But the law's guarantee has been eroded by legalistic delays, conflicting court decisions, sophisticated union-busting campaigns and inadequate penalties for willful law violation by employers. The Congress must pass a measure that will translate the 42-year-old promise into reality."

Employer Exploitation Cited:

Strong Curbs Asked In Illegal Alien Plan

The basic thrust of President Carter's proposal to deal with the illegal alien problem was endorsed by the AFL-CIO Executive Council.

It commended Carter for taking a constructive and humane approach to a problem that "defies an easy or simple solution," but reserved final judgment until the Administration spells out specifics in legislation.

A chief concern of the council is over the economic and social impact. It noted that illegal aliens in the workforce—estimated at 6 to 12 million—take jobs from American workers and undermine both wages and working conditions.

Because of their fear of deportation, they are at the mercy of unscrupulous employers and "businesses which comply with the law suffer from the unfair advantage taken by competitors who exploit illegal alien workers," the council observed.

It called on the Administration to impose stronger penalties on employers who exploit illegal aliens, stressing that civil fines would be merely a "slap on the wrist."

Under Carter's proposal, criminal sanctions would be applied only after an employer violates an injunction against a "pattern or practice" of hiring illegal aliens.

"The responsibility for compliance should be clearly and directly on the employer with realistic penalties for violations and injunctions to stop continued violations," the council said.

"This is a key issue, because it is the lure of a job that brings most illegal immigrants to the United States," the statement said. "In some cases, illegal immigration is actively encouraged or assisted by employers and their labor-broker-smuggler agents."

It urged the establishment of a workable identification system based on social security registration, but warned that safeguards must be taken against abuses.

The council also endorsed Carter's proposal for more effective enforcement of the Fair Labor Standards Act and the Farm Labor Contractor Registration Act, in addition to calling for strengthening of the Immigration & Naturalization Service to halt illegal border crossings.

But it also warned that "an active program to deal with illegal aliens raises the possibility that employers may discriminate against U.S. citizens, such as Americans with Spanish surnames and citizens of other ethnic backgrounds. For this reason, we also support the President's proposal for stepped-up enforcement of existing anti-discrimination laws."

In praising Carter's rejection of a "bracero" system, the council called on Congress to defeat efforts to revive the program that has been used to exploit foreign workers and undermine wages and working conditions of U.S. farm workers.

It also endorsed the use of U.S. aid for economic development to create jobs in the home countries of the illegal aliens.

But the council opposed aid programs that foster exports to the United States to erode U.S. jobs, stressing that America "already suffers serious job loss as the result of labor-intensive imports from these countries" because of tariff code provisions that encourage foreign production and shipment to U.S. markets.

Boycotts Endorsed Against Six Firms

AFL-CIO affiliates and union members were urged to give full support to boycotts against six companies that the Executive Council said "have refused to agree to fair and decent contracts" with their workers.

The council called on the Union Label & Service Trades Dept. to work with the unions involved in the disputes in developing sound boycott campaigns and urged the International Labor Press Association to effectively publicize the efforts.

The six companies are:

- Iowa Beef Processors, Inc., where members of the Meat Cutters have been on strike since Feb. 26 in Dakota City, Neb. Although Iowa Beef has amassed huge profits as the nation's largest beef packer, the council said, its wages are nearly $1 an hour below those paid by other major meat companies.
- Charles Manufacturing Co., whose workers at Dothan, Ala., voted overwhelming for representation by the Furniture Workers, but were forced to strike July 11 when the firm refused to bargain in good faith. The company immediately hired 60 strikebreakers.
- Mason-Tyler Manufacturing Co., of Tyler, Tex., where UFWA members also were forced to strike July 11 after 23 fruitless collective bargaining sessions. Since the beginning of the walkout, the workers have been subjected to harassment by local law enforcement agencies, the council noted.
- Rylock Co., Ltd., a riveting machinery manufacturer in Union City, Calif., where members of the Machinists have been on strike since Apr. 1. The company's final proposal would have wiped out earlier contract gains, including all seniority protection. The company subsequently hired 40 strikebreakers and a union-busting guard firm that has repeatedly assaulted the strikers, the council said.
- Bartlett-Collins Co., of Sapulpa, Okla., where the Flint Glass Workers were certified by the National Labor Relations Board to represent workers in June 1974. The union struck the company in September 1974 after a series of fruitless negotiating sessions. The NLRB has repeatedly found the company in violation of federal labor law, but it still refuses to negotiate with the union, the council noted.
- American Buildings, Inc., which was struck last December by members of Steelworkers Local 7326 in Eufala, Ala., when the company attempted to destroy the local. After 10 years of stable labor relations, the company tried to impose a regressive classification system, drastically reduce benefits and gut established conditions, the council reported.

In endorsing the boycotts, the council called on all union members to refuse to purchase any products made by the companies.

Stress on Conservation Praised:

House Energy Bill Faulted On Price, Tax Provisions

The House-passed energy policy bill drew the support of the AFL-CIO in the main, but specific provisions of the measure—particularly those dealing with pricing and taxation—were sharply criticized.

"We cannot agree with the energy pricing and taxing provisions which, in effect, delegate to the Organization of Petroleum Exporting Countries the power to determine domestic energy prices," the Executive Council declared in a statement.

"We therefore urge the Senate to modify these features of the bill so that the American consumer will not be saddled with inordinately high energy costs."

The bill was the last major legislative action of the House before Congress began its August recess. Two Senate committees already have begun hearings on its principal ingredients, and the bill is expected to be expedited when Congress resumes its sessions on Sept. 7.

The Executive Council commended the bill's emphasis on conservation, but said it was dissatisfied over the lack of any significant provisions to stimulate the development of alternative energy sources.

"While conservation is essential to a comprehensive program, it alone will not resolve the nation's energy crisis," the council asserted. "Private industry will not undertake the massive development of alternative energy sources which is necessary.

"Therefore, we urge support for public programs to help establish energy independence through direct loans, loan guarantees, and other financial assistance to private industry and public bodies unable to secure private capital."

Specific provisions of the bill which were endorsed by the council include:

- Incentives to encourage conversion from oil or natural gas to coal.
- Tax credits up to $400 for homeowners who install insulation and other energy-saving equipment.
- National standards for determining utility rates, including a provision that would make it possible for state agencies to provide discount rates for basic energy needs of residential consumers.
- A tax credit, up to $2,150, for homeowners installing solar equipment or windmills.
- Repeal of all federal taxes on bus operators.
- Mandatory minimum efficiency standards for major appliances.
- Authority for the President to establish energy conservation plans for all federal buildings with emphasis on experiments with solar energy.

The council listed the following provisions which it said it cannot support:

- The proposed tax on large family cars, which the AFL-CIO believes would be borne mainly by middle and low-income families who require a big automobile.
- Repeal of the existing deduction on federal income tax returns for state and local gasoline taxes.
- The crude oil tax which would allow domestically produced oil to rise to the world level in three steps. The council said the tax would show up in retail prices for most refined petroleum products, raising gasoline prices alone by 7 cents a gallon and drastically affecting consumer purchasing power.
- The investment tax credit provided to business for the purchase of energy-saving equipment and the installation of insulation. "It is our view that these credits are not necessary and simply reward larger and more prosperous firms for doing what they would do anyway," the council declared.
- A provision that would undo a significant tax reform measure enacted last year which requires oilmen to pay at least the 15 percent minimum tax on income sheltered through "intangible drilling costs."
- Ultimate deregulation of natural gas prices which have already risen to an extraordinarily high rate in recent years, going from 52 cents to $1.45 per thousand cubic feet for new gas in the past year.

The council also reiterated the AFL-CIO's position that oil imports should be taken out of private hands and placed in the hands of the government.

"A free market does not exist in the sale and price of the oil that the nation imports," the council said. "It is controlled by foreign nations. Private companies have no power to deal with the oil-producing and exporting countries.

"As long as this situation exists, the federal government should determine the amount of oil imported, negotiate its price and provide for its allocation."

METAL PLATE ETCHING of the "Golden City of Jerusalem" is presented to AFL-CIO President George Meany by Sec.-Gen. Yeruchem Meshel of Histadrut, the Israel labor federation, during an Executive Council session. Meshel briefed the council on recent events in Israel and the Middle East.

Prompt Action Sought On Cargo Equity Bill

The AFL-CIO Executive Council called for early enactment of an Administration proposal mandating that U.S.-flag tankers carry a higher percentage of the nation's oil imports, describing it as a "significant step" toward restoring the strength of America's merchant marine.

President Carter, in keeping with his campaign pledge to revitalize the dwindling U.S. merchant fleet, has proposed that American-flag ships gradually increase their carriage of imported oil to 9.5 percent over a period of five years.

The council noted that the proposal is "more modest" than a similar cargo equity bill passed by Congress in 1974 but vetoed by President Ford. However, the AFL-CIO regards the Carter recommendation as a fair compromise. Only 3 percent of the nation's oil imports currently are carried by American tankers, the council observed.

"U.S. companies which have sought tax havens, cheap labor and weaker environmental standards in order to fly so-called flags of convenience have weakened this nation's merchant marine in order to increase their own profits—profits that are rarely, if ever, returned to the United States in the form of tax revenues," the council said.

It warned that continued erosion of the ability of the U.S. merchant marine to carry American cargoes is a major threat to national security in time of war or political crisis.

The AFL-CIO also said that the American public should be aware that opposition to the Administration's cargo equity proposal is led by the giant oil companies whose "horrendous" price and profit increases at the expense of the American consumer are still sending shock waves through the economy.

"These companies also do not pay their fair share of U.S. taxes, by using such tax loopholes as flags of convenience," it declared.

Besides the shipyard, shipboard, and related jobs that would result from it, the Administration's proposal would provide the security of having a specified percentage of a precious commodity carried under U.S. control at all times, the council pointed out, "thus negating some of the adverse effects that could come from another oil embargo or Third World demands on this nation."

More stringent U.S. environmental and safety standards also would serve to reduce accidents and oil spills caused by lax safety and crew standards of many foreign-flag nations, the council said.

Report Finds Public Broadcasting Failing to Meet Basic Objectives

National public broadcasting has fallen far short of its goals as an alternative to the commercial media because of the lack of adequate financing and broad public representation in its administration and the failure to make fuller use of American creativity.

That is the conclusion of a special committee of the AFL-CIO Executive Council set up to evaluate the operations and programming practices of the Corporation for Public Broadcasting.

"Public broadcasting remains America's best hope for an alternative communications medium," the committee report asserts, "but the trends that have developed in recent years give us reason to question whether the goals set for it will indeed be realized."

The report says that U.S. broadcasting is currently dominated by "a monopoly of commercial interests" and that with few exceptions, "the broadcast spectrum is used to transmit only such programs as will sell goods and generally further commercial purposes."

The commercial influence runs over into public television, the committee points out, since 25 percent of the programming is contributed by corporate "underwriters" and more than two-thirds of prime-time public TV comes from programs bought and made available by corporations.

"Because public broadcasting has not been adequately funded by local, state and federal governments, the importance of these corporate sponsors—or 'underwriters'—and wealthy individual donors to the operators of the public system has grown," the committee noted.

"As a result, programming designed to meet the commercial test of mass acceptability has increased, while programs that would satisfy minority interests fail to find resources equal to the need."

The committee found that with an increase in the use of imported dramas, sporting events, and bland imitations of commercial shows, less time and funds are available on public TV for "programming that is innovative, educational and which encourages American creativity."

When pressed for funds, the report says, some public stations have leased facilities and equipment to commercial operators.

More money and new sources of revenue—untainted by political or commercial ties—is needed to properly finance the public broadcast system, the committee declared.

It called on Congress and the Administration to establish a fund from annual licensing fees paid by commercial broadcasters to help finance public broadcasting.

To further meet the goals of the system, broader public representation from all segments of society is needed on PBS boards, the committee said.

"Many public stations today are governed by boards that are remote physically and spiritually from the communities which these stations are supposed to serve," the report notes.

"Individuals with experience in minority group activity, labor, the arts and education are rarely found on these boards."

The report also reiterates the AFL-CIO's long-standing position that the unrestricted use of imported programming on the public broadcasting system severely limits the access of American performers, writers and educators.

According to PBS figures, foreign-made public programming on prime time ranges from 25 percent nationally to 70 percent in some areas.

Stressing the need to nurture American creative resources, the committee urged that Congress set a limit on the amount of foreign-made programs shown in prime time on public TV, just as other nations have. It said that at least 86 percent of the broadcasts should be domestically produced.

Serving on the committee were Federation Vice Presidents Albert Shanker, Frederick O'Neal, Hal C. Davis and Charles H. Pillard, and President Kathleen Nolan of the Screen Actors, President Edward M. Lynch of the Broadcast Technicians, President Walter F. Diehl of the Theatrical Stage Employees and Executive Sec. Sanford I. Wolff of the Television & Radio Artists.

Meany Stresses U.S. Duty To Assure Israel's Survival

The American people expect the Carter Administration "to give every possible cooperation" to see to it that Israel continues to exist, AFL-CIO President George Meany told reporters.

At a press conference in conjunction with the Executive Council meeting, Meany replied to a query on "deterioration" of American-Israeli relations. Noting that Israel exists in an area where it is the only nation with a democratic free society and where human freedom is not a priority, he said that the United States is "not going to walk away from Israel."

He said the Israeli situation is "unique," with the Israelis saying all we want is the right to exist and its neighbors are committed to the idea of "exterminating this neighbor." The United States cannot back a peace in the Middle East that would result in the "eventual destruction of Israel as a nation."

Discussing briefly the address of Sec.-Gen. Yeruchem Meshel of Histadrut (Israeli General Federation of Labor), Meany said that he assured Meshel that if labor had any problems with the new government "I will be on his side."

Labor Day 1977

THE AMERICAN LABOR movement is firmly committed to the goal of full employment—a decent job for every American willing and able to work. Today official unemployment stands at 6.9 percent—a tragic and intolerable waste of human resources. Unemployment is even higher among minorities, women, and teenagers. Many of those who do have jobs are paid substandard wages and are forced to seek welfare just to exist. This is degrading, dehumanizing, and leads inevitably to social disaster.

The Full Employment Action Council has designated the Labor Day week of Sept. 4-10 as Full Employment Week with a series of functions in communities across the nation. The AFL-CIO supports these functions and urges AFL-CIO affiliates to participate in them.

The Full Employment Action Council will also be devoting attention at these functions to the need for labor law reform. This need has been clearly demonstrated. Millions of workers have been deliberately and systematically deprived of the rights supposedly guaranteed them when the National Labor Relations Act was adopted 42 years ago.

This Labor Day and Labor Day-Full Employment Week must be more than just a time of celebration for the American labor movement. It must be a time of rededication to our joint goals of full employment and reform of the labor law to guarantee the rights of workers to join a union and bargain collectively.

—From a statement by the AFL-CIO Executive Council, Aug. 29, 1977, Washington, D.C.

The Panama Canal Treaties

AFTER THIRTEEN YEARS of on-again, off-again negotiations between the governments of the United States and Panama, two treaties have been agreed to which radically alter the Panama Canal Treaty of 1903.

According to the Joint Chiefs of Staff, the treaties of 1977 provide for continuing freedom of action of the United States to maintain neutrality of the Canal and further guarantee U.S. access and rights to use all land and water areas and installations necessary for the defense of the Canal through the year 2000.

Job security and rights of workers in the Canal Zone, both U.S. and Panamanian, will be assured. Since 1949, the AFL has called for justice in the Canal Zone in arguing for equal pay for equal work, so that Panamanian citizens would not be exploited through a double standard of remuneration. Through the years, particularly during the long and arduous periods of negotiations groping toward a new treaty, the AFL-CIO has maintained a vigilant stance concerning workers' rights in the Canal Zone and the safekeeping of the elements of U.S. defense inherent in the Panama Canal Agreement.

We are satisfied that the new treaties cover both considerations adequately.

These new instruments constitute a just and enduring basis for harmony in the Western Hemisphere, and we support their ratification by the Senate.

—From a statement by the AFL-CIO Executive Council, Aug. 30, 1977, Washington, D.C.

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GEORGE MEANY, *President*

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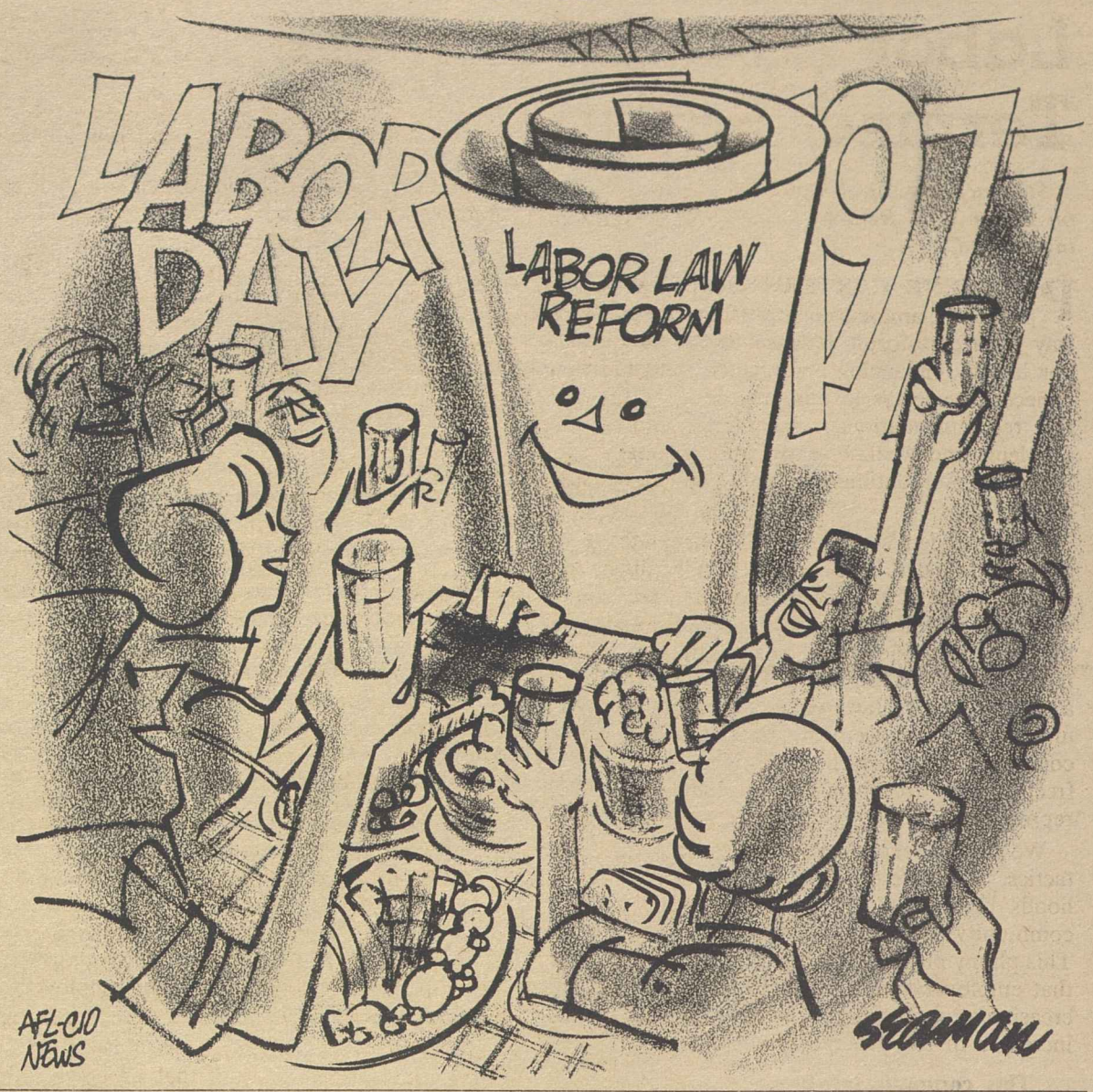


In Labor Day Statements:

Religious Community Voices Concern on High Joblessness

LEADERS OF AMERICA'S three major religious faiths joined organized labor in its call for an end to high unemployment, a goal that the AFL-CIO has labeled the nation's number one problem of this Labor Day.

Msgr. George G. Higgins and John Carr of the United States Catholic Conference were critical of the Carter Administration's approach to the problem of persistently high joblessness in the nation, and called for enactment of a genuine national full employment policy. They viewed the Sept. 4-10 Full Employment Week as an opportunity for the country to recommit itself to the achievement of the "basic human right" to employment.

In a separate statement, Rabbi Saul I. Teplitz, president of the Synagogue Council of America, declared that the elimination of unemployment is "a profoundly human and, therefore, religious objective for it gives every person a sense of worthwhileness and significance."

Two Protestant leaders of the National Council of Churches said the churches today are "profoundly troubled by the intolerable suffering of this country's unemployed men, women, and youth."

William P. Thompson, president, and Claire Randall, secretary, of the council declared in a Labor Day proclamation that high joblessness "is at the root of so much economic hardship."

On a deeper level, they said, "we recognize that unemployment makes it impossible for its victims to make a purposeful, creative, socially responsible contribution through work, so essential to their dignity as human beings.

"Indeed, these persons, who are made in the image of God to be stewards over His creation, are thus thwarted from working toward ends clearly ordained for them by God. This is a profound injustice."

Higgins, who is research secretary for the Catholic Conference, and Carr, USCC coordinator for urban issues, noted that President Carter called for a national commitment to full employment and endorsed the Humphrey-Hawkins Full Employment bill in his campaign, but has failed to follow through on these pledges. They added that the Administration's economic stimulus and public employment initiatives, while helpful, are "modest" proposals.

Over 20 million Americans were out of work last year and recent jobless figures are "enormously high by historical and international standards, Higgins and Carr pointed out. One out of five young people is jobless, and almost 40 percent of minority group teenagers cannot find employment, they added.

"The suffering of millions of our fellow citizens, the teaching of our church and the ideals of our nation require effective and compassionate action" to achieve full employment, the USCC officials declared.

They stressed that while the economic costs of unemployment are enormous, the human costs are even greater:

"The loss of income leads to serious problems in meeting basic housing, food and health needs. Less obvious are the personal and psychological consequences of the loss of a job.

"Long-term unemployment destroys hope and confidence. It diminishes self-respect and ambition. In our culture, persons without employment lose a critical measure of their place in society and a source of individual fulfillment. They perceive that society has no productive role for them or that there is no contribution they can make."

"Buy union products and services as you would have union wages paid unto you."

UNION LABEL "GOLDEN RULE"

UNION LABEL WEEK
September, 5-10, 1977

UNION LABEL TRADES & SERVICE DEPARTMENT, AFL-CIO

Council Statement:

Labor Law Reform Proposals Termed 'Sound, Sensible, Fair'

Statement by the AFL-CIO Executive Council on Labor Law Reform, Aug. 29, 1977, Washington, D.C.

PRESIDENT CARTER'S labor law reform proposals, announced July 18, would go a long way toward restoring balance to the nation's labor law by enhancing enforcement and reducing unnecessary delays in administration of the law. His recommendations substantially address the problems and weaknesses in the National Labor Relations Act outlined by this council on Feb. 22, 1977.

The President's recommendations to the Congress, introduced by Sen. Harrison Williams and Rep. Frank Thompson and others, are sound, sensible and fair. They merit the full support of the labor movement and all citizens who believe in equal justice and prompt, fair administration of a national labor law which tilts neither toward unions nor management, but rather is totally concerned with protecting the rights of workers to freely decide for themselves if they want union representation.

We are shocked and dismayed by the scare tactics, misrepresentation and deliberate falsehoods being used by elements of the business community to defeat the President's proposals. This phony propaganda effort cannot hide the fact that employer violations of the labor law are increasing at unprecedented levels which far surpass increases in the general crime rate.

This corporate law-breaking cannot be tolerated any longer. It threatens to undermine not only the nation's labor laws, but all laws which protect the public from unchecked abuses of corporate power. If unscrupulous employers succeed in further undermining the nation's labor law, then no law is safe—be it fair labor standards, job safety and health, environmental protections or anti-discrimination laws.

When employers break the nation's labor law with impunity, it is not a so-called "victimless" crime. The victims are workers and their families. One of the most frequent employer violations—the illegal firing of workers for exercising their rights of free speech and association by supporting a union—robs workers of the income needed to support their families.

As part of their tactics of deceit and deception, the Chamber of Commerce and the National Association of Manufacturers have introduced their own bill, which they call the "Employee Bill of Rights" following the same tested technique they have used in labeling union-busting as right-to-work. It is, in fact, a bill of wrongs.

Introduced by Rep. Erlenborn and Senators Griffin and Hatch, the bosses' bill would give employers the right to lie, threaten and coerce, break strikes, call union elections, bleed unions financially by burdening the grievance and arbitration process with unfair labor practice cases, and further delay elections—all this plus the right to escape punishment for illegal acts.

The bosses' bill proposes to rewrite the policy of the United States by changing the thrust of the National Labor Relations Act from a law which encourages collective bargaining as a rational method for employers and unions to settle their disputes to the policy of the 1880s—the official discouragement of collective bargaining.

President Carter's recommendations are limited to protecting the rights of workers during an organizing campaign and negotiation of a first contract. The President proposes to leave intact the general rules as to what unions and companies may and may not do. His proposals would have no effect on established collective bargaining relationships.

The bosses' bill seeks no such limited objective. Rather than dealing with established weaknesses in the law and documented violations of workers' rights, it proposes to reopen the entire labor law and tilt it even more heavily in favor of those employers who deny their moral and legal obligation to deal with their employees as human beings.

THERE ARE OTHER provisions in the National Labor Relations Act that adversely affect unions which we in the AFL-CIO would like to see changed. But the first step must be to protect the rights of workers who seek to form their own unions and bargain collectively with their employer.

The Task Force on Labor Law Reform, which this council established, is coordinating the AFL-CIO's efforts to obtain passage of President Carter's bill. It has provided information to our affiliates, the general public and the Congress on the need for labor law reform, the substance of President Carter's proposals and the facts belying the bosses' bill.

Because of the intensity of opposition to labor law reform from those business groups who seek to justify the blatant law-breaking of corporations like J. P. Stevens, Monroe, Bancroft and others, this effort requires the full support and cooperation of our affiliates, state and local central bodies.

We are heartened that President Carter has seen the need for justice and protection of workers' rights. We vow our united, determined, all-out support for his proposals, and call upon the Congress to promptly enact them into law.

For Federal Standards:

Carter Support Gives Boost To No-Fault Insurance Drive

THE SEVEN-YEAR fight for a federal no-fault auto insurance law got a strong boost from President Carter's endorsement of the measure now before the Congress, Michael Gildea, assistant to the director of the AFL-CIO Dept. of Legislation, said.

"This is the best development" yet in the drive of consumer-interest groups to set federal minimum standards for state no-fault laws to help curb rising insurance rates and give accident victims faster and more equitable compensation for personal injuries, Gildea declared. He said this first-ever White House push for no-fault auto insurance increases the likelihood of final congressional approval of the measure.

Questioned by reporters on the network radio interview Labor News Conference, Gildea said that the record in states that now have no-fault laws that are closely similar to the federal proposal shows that premiums have been stabilized or cut, that injury claims are settled faster and more adequately, and that the load of pending court cases has eased substantially.

He cited the recent report of the Michigan Insurance Bureau that the number of auto negligence court cases was cut some 20 percent last year alone—a sharp contrast with the 16 percent increase of such cases the year before Michigan adopted its no-fault auto insurance system. He noted that the minimum standards spelled out in the labor-supported federal proposal are patterned after the Michigan state law.

Gildea stressed that although the no-fault system puts tight restrictions on lawsuits for personal injuries suffered in automobile accidents, it does not rule out such actions in all cases.

"A significant amount of what is known as tort or lawsuit availability is left in the system," he pointed out, adding that the effect of any limitation of the right to sue is offset by the right to recover damages for the injuries suffered. He said that under the present system, the most seriously injured accident victims usually recover less than one-third of the losses they have suffered.

Gildea was questioned by Ann McFeatters of the Scripps-Howard Newspapers and Justin McCarthy of Press Associates, Inc. The AFL-CIO produced public affairs program is aired weekly over the Mutual Broadcasting System.

By Press Associates, Inc.

TWENTY MILLION CHILDREN in the United States may needlessly get sick—and some may die—because they have not been protected against one or more of the common diseases of childhood.

That's a shocking statistic, but it's a fact.

The American labor movement—every individual union member and union family in the country—has a big role in overcoming this situation.

The diseases are polio, mumps, measles, rubella, diphtheria, pertussis (whooping cough) and tetanus (lockjaw).

A union medical doctor says the biggest problem is public apathy. Lots of Americans mistakenly think these diseases don't exist any more; that they have been conquered. But the diseases do exist, and they could cause epidemics unless children are immunized.

Another problem, in poor areas, is economic. Poor parents may have neglected to get their children immunized because they think it will cost them money they don't have.

The fact is that the shots are available without charge, in most cases from the local public health service or local schools. Most states have laws that require immunization in the interest of public health before children can enter school. But the states have been lax in enforcing these laws. Schools across the nation are now tightening up and requiring written proof that children have had their "shots."

The best sources of information—and immunization—are local health departments. They are cooperating fully with the U.S. Dept. of Health, Education & Welfare in an all-out program to reach the 20 million unprotected children.

Organized labor, through its state and local organizations, is cooperating with the HEW drive. Other groups that are participating on a national basis include the Parent-Teacher Associations, the Red Cross, the National Association of Counties, the National League of Nursing and various business groups and pharmaceutical manufacturers.

HEW Sec. Joseph A. Califano, Jr., said the participation of union men and women is essential to the success of the immunization campaign. He has urged all unions to get to work through their local organizations to see that the job is done.

The first thing union members should do, Califano said, is to make sure that their own children are immunized. Then they can help further by volunteering their services to their local health departments, schools and other organizations that are providing the immunizations.

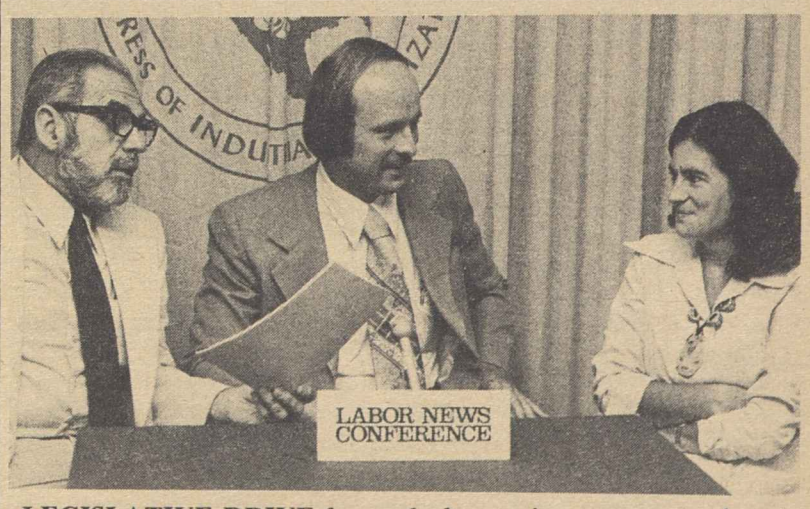
CALIFANO SAID a serious measles outbreak in many parts of the country earlier this year was a clear warning that the threat of epidemics is real. Measles cases increased 69 percent in the first three months of 1977 over the similar period of 1976.

A labor representative pointed out that a big part of the problem has been caused by the success of earlier immunization programs in cutting down the incidence of childhood diseases. This, he said, has dimmed public memory of how serious these illnesses can be for young children.

"Many union members," Califano said, "are probably unaware of the serious risks of inadequate immunization. They do not remember the specter of the iron lung, the generation of deafened children, the babies born with birth defects because their mothers had had German measles (rubella)."

Statistics show that nearly 40 percent of the nation's children are not adequately immunized against polio; that 25 percent do not have adequate immunization for diphtheria-pertussis-tetanus, and that 35 percent are not properly immunized for measles. Califano has set a goal of 90 percent immunization for the nation's children within two years.

Prevention is still the best cure for disease. Sometimes it's the only cure.



LEGISLATIVE DRIVE for no-fault auto insurance got a boost from President Carter's endorsement of the measure, Michael Gildea, center, assistant to the AFL-CIO legislative director, said on Labor News Conference. He was questioned by Ann McFeatters of the Scripps-Howard Newspapers and Justin McCarthy of Press Associates, Inc. The program is produced by the AFL-CIO and aired weekly on the Mutual radio network.

STRIKING STEELWORKERS at Minnesota iron mines and mills discuss issues with USWA President Lloyd McBride, who made a two-day tour of picket lines. Some 15,000 USWA members involved in the production of iron ore have been on strike in Minnesota and Michigan's Upper Peninsula since Aug. 1 over unresolved local issues.

Chavez Sets Expansion Goal:

Farm Union Enters New Growth Phase

Fresno, Calif.—Cesar Chavez, president of the United Farm Workers, said at the union's third constitutional convention here that he would seek to build the UFW into a nationwide organization by going to the fields.

Chavez told the delegates that the UFW "must quickly turn this union's operation entirely over to the workers."

To restructure the union, a series of training programs will be launched at the ranch level in a strong effort to teach field workers the rudiments of union activities.

"Our goal is to organize farm workers in California as quickly as possible and then go elsewhere—to Florida to Texas, Arizona and New York and other states where farm workers want and need help," Chavez told a cheering audience of some 850 delegates.

Estimating that there are 200,000 unorganized farm workers in California, Chavez said he believes the union should start "moving as quickly as possible to a major expansion in other states."

In his opening address to the three-day meeting, Chavez said that the "struggle of the union to establish itself is over," and "as this phase of the union's history comes to a close" so does much of the drama, and perhaps trauma, of its early days.

"Yesterday's successes always linger on long beyond their productive life. We must seek out those sacred tasks of the past that drain needed resources and scarce time and prune them ruthlessly so we can focus on the future."

Applying union fundamentals among the workers in the fields, vineyards and orchards, will now become a major thrust of the UFW, Chavez indicated.

Bishop James Rausch, newly appointed Catholic bishop of Simi, Calif., told the convention that the church "will continue to come down strongly in support of the farm workers' right to organize into a union of their own choice."

Only California has a law that fairly spells out the right of farm workers to decide by secret ballot if they want union representation and, the church leader said, "It is important now for you (the UFW) to reach out as soon as possible to organize the great mass of unorganized farm workers in other states."

The bishop urged the union delegates to continue "your philosophy of nonviolence, as stated by Chavez, that 'no union movement is worth the death of one farm worker or his child or one grower or his child.' "

Labor Sec. Ray Marshall, the featured speaker in the convention's second day, praised Chavez and the union for "dramatically changing the status of organized farm workers who were among the most powerless people in America."

Marshall defended the Carter Administration's illegal aliens' amnesty program that he said "should be looked at as a first step in dealing with this problem." But his address followed unanimous adoption of a convention resolution denouncing the proposal. It urged the U.S. government to use its resources to improve the economies of Mexico and other nations whose workers have come here illegally.

Marshall nevertheless received a warm reception and in turn promised to work closely with the UFW in fostering legislation advancing the status of farm workers.

"Most of our basic laws treat farm workers as a breed apart," he said. "But I have come to one important conclusion — farm workers are not fundamentally different from any other group of American workers."

The convention also re-elected Chavez as president, as well as the executive board with the exception of Second Vice President Philip Villacruz who resigned his post and was succeeded by Eliseo Medina.

Others on the board are Gilbert Padilla, secretary-treasurer; Dolores Huerta, first vice president; Pete Velasco, third vice president, and Members-at-Large Marshall Ganz, Mack Lyons, Richard Chavez and Jessica Govea.

Utah Delegates Press Reform of Labor Law

Salt Lake City—The 300 delegates to the 21st annual Utah State AFL-CIO convention here declared that labor law reform is urgently needed to restore balance between workers and employers.

In a resolution calling for prompt passage of federal legislation to amend the National Labor Relations Act, the Utah federation charged that the act "now functions in a pro-management, anti-union manner" which has allowed employers to delay union representation elections unnecessarily by using the courts to hamper administration of the law.

The convention was highlighted by election of a new president-secretary-treasurer and adoption of a per capita tax increase. Delegates also acted on 25 resolutions and heard from state, local and national leaders.

Edward P. Mayne narrowly defeated incumbent E. W. Inskeep and Werner Gunther to assume the State AFL-CIO's top position. At 31, Mayne is the youngest president in the organization's history. He is also president of Steelworkers Local 495 at Kennecott Copper's Bingham Canyon mine.

Also elected were a new vice president and seven new executive board members. Louis Felice was chosen to replace Calvin Udy, who declined another term as vice president.

Convention actions included approval of a 10-cent increase in per capita tax, raising the monthly rate to 35 cents a member to cope with higher operating costs.

In major resolutions adopted, the convention supported the nationwide, consumer boycott of Coors beer, called upon the state's purchasing agents to buy American-made products whenever possible, pledged continuing support of the Farm Workers, and called for universal voter registration and collective bargaining rights for federal employees.

In remarks to the delegates, Salt Lake City Mayor Ted Wilson reported that the city is nearly ready to adopt collective bargaining for its employees. Wilson said that the City Commission had authorized a study committee to ready such an agreement with the State, County & Municipal Employees by Nov. 1.

Other speakers included LaMar Gulbransen, COPE Area III director; Alexander Barkan, director of the national COPE; Earl McDavid, secretary-treasurer of the AFL-CIO Union Label & Service Trades Dept., and Utah Gov. Scott M. Matheson and Representatives Gunn K. McKay (D) and David D. Marriott (R).

Vietnam Ties Keyed to End Of Oppression

Normalization of relations between the United States and Vietnam "should not take place until that government (Vietnam) abides by international commitments that have been totally ignored," the AFL-CIO Executive Council said in a statement.

Vietnamese fortunate enough to have escaped the country have brought reports of "summary executions, disappearing friends and relatives, long confinements to so-called 're-education camps' and forced relocation of vast numbers of people," the Executive Council declared.

But it noted the emergence of a resistance movement that "evinces a willingness to fight for freedom." The council said the AFL-CIO continues to hope for the day when "human freedom prevails" not only in Vietnam "but wherever oppression occurs," and diplomatic relaitons between the United States and any nation should be based on this approach.

Woodworkers Win Pay Hikes For 45,000

Vancouver, B.C.—The Woodworkers reached tentative agreement with the forest products industry in British Columbia on a new two-year contract covering some 45,000 workers.

The pact, which must be approved by Canada's Anti-Inflation Board as well as the union members affected provides for a $1.15 hourly wage increase over the term of the agreement. A 60-cent boost, retroactive to June 15 when the old contract expired, will be followed by a 50-cent increase at the start of the second year and a further 5-cent increase on Jan. 1, 1978.

The pay increass will raise the base rate from the current $7.02 an hour to $8.17 in 1978. Other gains include liberalized vacations, another paid holiday, and increased employer contributions to pension and welfare funds.

Union officials at IWA's Portland, Ore., headquarters said the agreement covers some 28,000 members employed on British Columbia's Pacific Coast, 12,000 in the southern interior region of the province, and 6,000 in the northern interior.

Bakers Win Pact At Vie de France

Rockville, Md.—Vie de France bread and rolls sold in the Washington, D.C., area are again being baked by union members working under a union contract.

Local 118 of the Bakery & Confectionery Workers announced the settlement of a 10-week strike and ratification by the union members of a new three-year contract.

It includes wage increases of 3.5 percent every six months during the contract term, plus improvements in the health benefits plan.

Renewed Efforts Pledged to Combat Job Bias, Refine Seniority Systems

The AFL-CIO has pledged its full support to combatting discrimination in hiring, job assignment and promotion and to increased efforts to perfect seniority systems through collective bargaining.

Noting the recent Supreme Court decisions holding that "neutral legitimate seniority systems" are lawful under the Civil Rights Act of 1964, the Executive Council said that the decisions are "in plain accord with the intent of Congress."

It added that the ruling upholding bona fide seniority systems and assuring anyone who has been discriminated against since passage of the act and who has filed a timely complaint to obtain relief, including retroactive seniority, has "our unqualified support."

AFL-CIO President George Meany told a press conference that the rulings do not mean that labor no longer has an "obligation to try and see to it that minorities are not discriminated against. . . . While we want to uphold our seniority system, we want to be as helpful as possible" to minorities who are victims of discrimination.

The council said that the court decisions "place a heavy burden of responsibility both on the labor movement in collective bargaining and on the government agencies and the private groups active" in prosecuting claims under Title VII of the civil rights act.

Tracing the labor movement's historic fight for seniority to protect workers from arbitrary and unjust actions of management, the council pointed out that to maximize the value of seniority systems they should be "as broad as possible."

The pressure on employers to broaden too narrow seniority systems has been eased somewhat by the court ruling, the statement continued, and may "make it harder for AFL-CIO unions" to secure systems as broad as possible. It added:

"But that added difficulty will not deflect us from continuing to pursue our commitment to the principle that such seniority systems are desirable for all our members, male and female, white and black. Indeed, it is our view that the change in the law requires that the labor movement redouble its efforts to perfect seniority systems through collective bargaining."

The council noted that private groups have pursued "insubstantial llusions that legitimate seniority systems become unlawful because of unilateral employer discrimination and that Title VII is retroactive." The result, it added, is that the public and "particularly minorities and women have been misled as to the purposes of the law and the nature of Title VII violations" and that valid causes of action have not been pursued.

The council said it hoped that enforcement efforts will now be turned "to the more productive task of assuring that present hiring, assignment and promotion decisions are made without discrimination," a worthy endeavor to which "the labor movement can and will continue to provide its full support."

Convention Action:

Printers Move a Step Closer Toward Merger With Guild

Cincinnati—The Typographical Union's 119th convention, stating its belief that the majority of the ITU's members "accept the principle of merger," authorized the union's president to appoint a committee to work out specific terms of a merger with the Newspaper Guild.

The Guild's 1977 convention earlier authorized appointment of a special Guild committee to work out merger terms with the ITU.

At the same time, the ITU convention endorsed a merger proposal, approved earlier by the ITU executive council, for submission to the unaffiliated 3,000-member International Mailers' Union.

The convention also called upon the ITU executive council to continue talks with the Printing & Graphic Communications Union (pressmen) and the Paperworkers "looking toward closer cooperation, liaison and possible merger."

The actions came after ITU delegates heard and cheered calls for continued moves toward the fullest possible unity among publishing industry unions from ITU President A. Sandy Bevis, Guild President Charles A. Perlik, Jr., IMU President Ralph H. Valero and UPIU Sec.-Treas. Henry Segal.

Both Bevis and Perlik pointed to the joint and cooperative efforts of the Guild and the ITU over the past two years in bargaining and organizing. These, they said, have helped lay the groundwork for putting together a structure for merger to be submitted to the two unions' memberships.

Both also pointed to the continued blurring of traditional jurisdictional lines through the advance of automation in the publishing industry and said that only an industrial union will be able to properly represent industry employees.

The convention said that "many traditional laws, customs and institutions" of the ITU "will undoubtedly have to give way" to new practices and procedures in a "new, larger and more comprehensive union."

"We must be primarily concerned with a streamlined structure capable of meeting future challenges and an organization which preserves the democratic rights of its members," the convention said.

It set as a merger committee goal submission of merger terms to the unions' membership during 1978 if "humanly possible." Perlik, while stating that the Guild "doesn't intend to dawdle," cautioned both the Guild and ITU conventions against any rigid timetable in order to avoid "the kind of hasty patchwork that deadlines bring."

In other actions, the ITU convention:

- Endorsed and set for a Nov. 16 referendum constitutional amendments that would boost the ITU's strike fund by $4 million, to $5 million.
- Approved and also set for referendum a proposal for 12 monthly assessments of $2 per member for a special organizing effort to stem the decline in the union's membership resulting from automation.

The convention said the stepped-up organizing effort should be aimed at "the industrial unit" to give the union "maximum strength" in bargaining for new groups. It pointed to circulation departments, press rooms and delivery departmnets "where other unions do not represent these workers," as well as traditional composing rooms and mail rooms as fertile organizing fields.

- Called upon the ITU's staff and membership to "exert whatever efforts are necessary to insure passage" of the labor law reform measures now before Congress with the backing of the Carter Administration and the labor movement.

Passage of the reforms is as important to the ITU's future organizing success as the funds sought through the special organizing assessments, the convention said.

- Established a maximum $150-a-week strike benefit, based on 50 percent of strikers' regular scale. The action, which retains a previous $50-a-week minimum benefit, replaces a former uncapped 50-percent-of-scale benefit formula. The change was approved 181 to 43 in the convention's only roll-call vote.
- Called upon all ITU members to "fully support" the Clothing & Textile Workers' boycott of J. P. Stevens products until the company "recognizes the right of all its employees to join a union of their choice and to achieve social and economic justice."
- Urged its members also to support the AFL-CIO boycott against Coors beer.
- Called for immediate congressional action to approve a national comprehensive health care system as well as President Carter's proposals to insure the continued financial soundness of the social security system.
- Renewed its call for ratification of the Equal Rights Amendment and its endorsement of the Coalition of Labor Union Women.

The convention also called for the Canadian Labor Congress to renew its efforts for repeal of the federal government's wage controls. The controls have "virtually destroyed meaningful collective barganing on all economic issues," the convention said.

Stating that the employment security and living standards of Canadian and U.S. workers are being "undermined" by the "never-ending" importation of automobiles, television and radio sets, computers, watches, printing equipment, clothes and shoes, the convention also called for at "least a quota system" to help protect U.S. and Canadian jobs.

On its first full day of general session, the convention heard Kenneth E. Moffett, deputy director of the Federal Mediation & Conciliation Service, say that "in the trade union field, just as in the corporate world, mergers are being viewed not only as acceptable, but desirable."

The union-merger movement, he said, "appears to be succeeding where it counts most—in service to the dues-paying members."

Speaking "as one who has tried to be the peacemaker in disputes involving publishers and as many as 11 unions," Moffett added: "merger is magic" for publishing unions.

"It seems to me that the unions in the publishing industry will be strengthened and will be more efficient when they are units," he concluded, pledging that the FMCS is "ready and willing to assist in any way we can."

MOVING CLOSER to merger, Typographical Union officials and delegates greet President Charles A. Perlik, Jr., center, of the Newspaper Guild at the ITU convention in Cincinnati. ITU President A. Sandy Bevis, left, and First Vice President Joe Bingel welcomed Perlik to the convention.

Montana Labor Girds For R-T-W Campaign

Butte, Mont.—Delegates to the Montana AFL-CIO convention were alerted to an impending battle with "right-to-work" forces which are expected shortly to launch an all-out attack on workers' rights to negotiate the union shop.

The warning came in the wake of the recent formation of a Montana Citizens for Right to Work committee. Although the R-T-W lobby has yet to make its objectives public, the 175 convention delegates were told that the obvious target would be the state legislature.

The convention endorsed a call to strengthen the state federation's COPE operations, focusing on voter education and support of candidates pledged to uphold workers' rights.

Sen. Lee Metcalf urged the delegates to work to rejuvenate the labor-farm coalition that has succeeded in holding the tide against right-wing efforts.

Montana has not been threatened by a concerted "right-to-work" campaign since the late 1950s.

Re-elected to new two-year terms were President Vincent Bosh, Vice President Robert Kokoruda and Executive Sec. James W. Murry. Five of the six state federation's executive board members were also re-elected. The new board member is Arlyn Plowman of the Cement, Lime & Gypsum Workers.

In major resolutions adopted at the three-day convention, delegates called for congressional passage of President Carter's labor law reform proposals, overhaul of the social security financing system, and improved state support of family farmers in Montana. The convention also rescinded the federation's long-standing position of pressing for annual sessions of the state legislature, which now convenes biannually.

Key convention speakers included Gov. Thomas L. Judge, Sen. John Melcher, Rep. Max Baucus, President-elect L. A. Holley of the Aluminum Workers, Vice President Stanley Jensen of the Machinists, national COPE Director Al Barkan and Sec.-Treas. Earl D. McDavid of the Union Label & Service Trades Dept.

Disputes Show Decline In Health Care Industry

A study of the impact of the 1974 amendments to the National Labor Relations Act extending coverage to employees of hospitals and health care facilities shows that collective bargaining in the industry is working well.

Still under way, the study by the Federal Mediation & Conciliation Service reveals that three years after the effective date of the amendments the ratio of strikes to negotiations in the health care field has been below that in the rest of private industry.

FMCS reported 176 strikes in almost 4,000 bargaining rounds in the health care field since Aug. 25, 1974, when the amendments took effect, or a ratio of 4.4 strikes per 100 negotiations. This compares with an estimated 5 percent annual rate in the rest of private industry.

"The stabilization of labor-management relations in the health care industry is reflected in the slight decline in the number of strikes during a time when the number of bargaining units has been increasing," FMCS Director Wayne Horvitz said.

The end of the exemption from the act of private non-profit health care facilities spurred union organizing efforts in the industry, particularly among nurses, service and maintenance workers, and clerical employees.

Under the 1974 amendments, health care unions must give FMCS at least 10 days' notice of their intention to strike a hospital, clinic or nursing home so that suitable arrangements can be made for patient care. Negotiators also must give FMCS authority to appoint boards of inquiry to determine the facts and make settlement recommendations and a mandate to provide mediation services in all health care services.

FMCS, an independent government agency, has appointed boards of inquiry in 142 negotiations since the amendments went into effect. It reports the use of boards has declined each year: 55 the first year, 50 the second and 37 in the past year.

The total number of health care work stoppages also has dipped in the last two years. FMCS reported a decline to 63 in the 12-month period ended on Aug. 1, down 6 from the previous year.

The FMCS study began early this year and is expected to be completed in December. It is funded by a Labor Dept. grant.

Milan Stone Named URW Vice President

Akron, Ohio — The executive board of the Rubber Workers has approved URW President Peter Bommarito's appointment of Milan O. Stone as vice president, the union's second highest office.

Stone, 50, who has been director of the four-state URW District 4 since 1974, fills the vacancy created July 31 by the early retirement of Kenneth Oldham.

Equal Pay Rule Upheld For Public Employees

Richmond, Va.—The 4th Circuit U.S. Court of Appeals has upheld a lower court ruling that equal pay provisions of the Fair Labor Standards Act apply to employees of state and local governments.

The Equal Pay Act, which is part of FLSA, requires that men and women receive equal pay for work requiring equal skill, effort and responsibility under similar working conditions in the same establishment.

The appeals court ruling resulted from an FLSA suit filed in U.S. District Court, Charleston, S.C., by the Secretary of Labor in February 1976. The suit contended that the Charleston County school district and its superintendent were in violation of the equal pay minimum wage, overtime pay and record-keeping provisions of the act and asked that back wages be paid affected employees.

In June 1976, the U.S. Supreme Court ruled in another case that FLSA minimum wage and overtime compensation provisions are not constitutionally enforceable against the traditional operations of state and local governments.

In the Charleston case, the district court rejected a motion that the high court ruling would preclude application of any provisions of the FLSA to state and local employees. The court dismissed only the minimum wage and overtime compensation allegations, but refused to dismiss the equal pay and related record-keeping allegations contained in the complaint.

In upholding the district court action, the appeals court found that equal pay provisions constitute an anti-discrimination measure and "as such may be viewed as an exercise of Congress's power to adopt legislation enforcing the 14th Amendment's guarantee of equal protection of the law."

The decision is the second in which a circuit court of appeals has ruled that state and local government employees are covered by equal pay provisions. The issue is pending in three other courts of appeals.

Meany on Labor Day:

Jobs, Rights for All Head Workers' Goals

By George Meany

NOT SO MANY YEARS AGO, Labor Day in America was celebrated with big parades of trade unionists marching behind their union's banner—a public demonstration of workers united, at a time when employers were seeking to destroy workers' organizations.

Today, Labor Day is a somewhat quieter celebration. There are still picnics, to be sure, but Labor Day has become more of a family day. It is a leisurely day when most workers rest, content with the knowledge that the labor movement has become accepted as an institution in American society—a method for workers to extend the principles of democracy to the workplace.

The 14 million members of AFL-CIO unions know that their employers have recognized their legal and human right to form their own union — a free and democratic union.

For the most part, their employers treat them as equals and meet them over the collective bargaining table to resolve mutual problems. They have a voice in the conditions under which they will work—a voice that is heard and respected.

The contracts between the unions representing these workers and their employers set forth the agreed upon conditions of work, the rights of both parties and protections for each worker against arbitrary and unilateral actions by the employer.

It is a good system. It is democracy in action, every day of the week.

Today's union members, however, remember when things didn't work that way. Employers used every tactic—spies, goons, billyclubs, injunctions and fear—to discourage them from forming unions.

And it is because we remember so well, that the AFL-CIO and its members are so disturbed at the tactics of those employers who never accepted their employees as people with rights and who seek to prevent their workers from forming their own unions. The number and nature of illegal employer tactics to deny workers their legal and human rights is growing at an alarming rate. The system of justice established to protect worker rights is hopelessly clogged, thus delaying justice endlessly and needlessly.

Union members also recognize that many employers are using today's high unemployment rates to frighten workers interested in unionization. Union members know what their job means to them and their families, and they share the apprehension other workers have of losing their jobs.

Union-busting and high unemployment have always gone hand-in-hand. Businesses that are bent on the highest possible profits no matter what the cost in human terms always seek to keep wages as low as possible. American history is replete with examples of businesses using the poverty and fear that comes with unemployment as a tactic to break up worker organizations.

Of course, unemployment is more than a tool for union busters. It is social and economic dynamite. Joblessness breeds social problems—poverty, crime, alcoholism, drug abuse, slums, poor schools. It robs workers of the self-respect that comes from productive labor. It pits worker against worker for available jobs—and provides fodder to the demagogues who would set black workers against white, women against men, young against old.

Some business leaders see high unemployment as an incentive for workers to produce more and expect less. They believe that nothing will frighten a worker more than knowing there is a long line of unemployed workers outside the company's hiring office just begging for work. To these people, it is "good business" to keep unemployment high.

But high unemployment also destroys America's economy. Because this is a compassionate nation, unemployed workers receive subsistence payments, through unemployment insurance or welfare to help keep them and their families going until the breadwinner can find a job. But jobless workers on unemployment insurance or welfare aren't producing any goods or services for the money they receive and that is basically inflationary.

This economy depends on mass purchasing power, on millions and millions of workers being able to buy the goods they produce. Consumer spending encourages industry to produce more goods; it provides companies with the incentive and the money to modernize plants and produce goods more efficiently.

At present, true unemployment continues to hover around 10 percent, when one counts those workers who are too discouraged to look for work and those forced to work part-time even though they want and need full-time jobs.

American industry is only producing at 84 percent of capacity. Sixteen percent of the plants and machinery are sitting idle; not producing goods and services for the economy. That too is inflationary.

The whole history of humanity is that wealth is produced by work — by people working and producing something, doing something with their hands and minds, doing something useful and producing something useful.

There are a number of different ideas about how to achieve full employment and to bring the economy to full production. Some leaders of the business community think the solution is low wages for workers, which would increase profits.

For example, business leaders say that a subminimum wage for teenagers would help reduce teenage unemployment. But the unemployment problem won't be solved by firing older workers to give jobs to teenagers at a subminimum wage.

Increasing the minimum wage for workers at the lowest end of the wage spectrum helps the economy, and will also help unemployed teenagers. When minimum wage workers have more money to spend in the marketplace, new jobs will open up. That has been the history of the minimum wage.

Today, there are thousands of minimum wage workers who work full-time, yet are also eligible for welfare because they don't earn enough money to support their families. We don't think it is right for the government to indirectly subsidize greedy employers, who don't pay their employees a living wage, by providing welfare for their employees. People should be able to earn enough money on the job to support their families, and be full-fledged members of society.

We in labor believe that a government that can plan for unemployment should also be able to plan for full employment. For example, lowering interest rates on home mortgages would enable more people to buy their own homes, since monthly payments would be reduced and more in line with family budgets.

America needs about two and a half-million new housing units a year. Building houses means jobs for construction workers, jobs for building supply workers, for lumber mills, home appliances, furniture, transportation. And jobs mean paychecks, rather than unemployment checks.

Sidewalks and roads are in disrepair, firehouses are outmoded, libraries small and cramped, schools overcrowded—taking care of these problems would provide hundreds of thousands of jobs in the private sector and improve the quality of life for community residents.

What is lacking, though, is an overall plan to get the federal government working on a coordinated basis to achieve the goal of full employment. There are bits and pieces of useful programs here and there, but they lack coordination. They lack any sort of a plan.

There are public service jobs, housing programs, mass transit programs, public works, school aid—but they are essentially Bandaids for specific problems and just don't come to grips with the more general problem of mass unemployment.

That is why the AFL-CIO supports the Humphrey-Hawkins Full Employment and Balanced Growth Act, which would require the planning and coordination necessary for the government to develop policies and programs designed to achieve full employment.

No one program will do the whole job. Providing government jobs for those who cannot find work elsewhere is an essential step but cannot be thought of as the total solution. The only solution to unemployment that makes any sense is jobs, good jobs at decent wages.

Paying workers less than a living wage will only drive up welfare costs, and mean a government subsidy to greedy employers. Workers who don't make enough in the weekly paycheck to buy the groceries and pay the rent certainly cannot afford to buy the goods and services available in the marketplace.

We consider full employment as both achievable and practical. We think that a job opportunity for every American able and willing to work is an essential human right.

Similarly, the human and legal right of workers to form their own unions free from employer interference and coercion must be strengthened and protected.

Until 1935, when Congress passed the National Labor Relations Act, workers had no legal right to organize and bargain collectively. With passage of the Wagner Act, however, the government of the United States gave workers that legal right.

Today, the labor movement—once hated, despised and opposed by employers in their often violent and desperate struggle to maintain total control over the lives of workers—has become fully integrated into American society. The practice of collective bargaining has brought order, justice and dignity to thousands of workplaces and provided millions of workers and their families with an improved standard of living.

But there are many employers who still refuse to recognize their employees' rights, and who repeatedly and willfully violate the laws protecting those rights.

The most common illegal practice is for companies to fire those workers who want to form a union. This is against the law. But the law is old and slow and riddled with loopholes, weaknesses and opportunities for delay.

When a law—any law—is violated with virtual impunity and official orders to obey the law ignored, all Americans are affected. Every student who has ever studied civics knows that the United States is a government of laws, not men.

But certain employers have placed themselves above the law, setting a precedent and pattern for corporate lawbreaking that severely damages the legal underpinning of this society. They regularly and repeatedly engage in economic terrorism and we believe the time has come to put a halt to these practices, once and for all.

This nation's basic labor law has been amended twice in the past 42 years to meet employer objections and to strengthen penalties for union violations. The result is that the law governing labor-management affairs, instead of being neutral, now leans heavily toward the employer's side.

Most Americans, we believe, support the view that the nation's labor law should not take sides, but rather should provide a reasonable framework and code of conduct under which labor and management can resolve their differences.

President Carter has proposed such a law. He proposes to eliminate the lengthy delays of one, two and even more years before National Labor Relations Board decisions are made and enforced. He would stiffen penalties for the most flagrant violations by employers to match the already strong penalties for union violations.

President Carter's proposals would also make it possible for the workers to have prompt and fair secret ballot elections in which the workers alone decide for themselves whether they want a union. Employers who illegally discriminate against workers on the basis of their pro-union views by firing them would face penalties similar to those for discrimination against a worker on the basis of color, sex, age or religion.

The President's proposals would not change the rules of the game. Companies and unions would still have to live up to the same requirements. What the President proposes, however, is to give the referee—the National Labor Relations Board—a real mechanism for making certain everyone plays fairly.

If you would like to know more about what President Carter has proposed, just write the AFL-CIO, Washington, D.C. We will be glad to provide you with the facts.

At the present time, the Congress is holding hearings on the President's proposals. It has hard detailed testimony from witnesses about the illegal and immoral tactics some employers have used against workers who want to form a union—spies, threats, firing, coercion, community pressure, physical intimidation.

Workers have told congressional committees that their employers said, "If you want a union, then we'll fire you and hire someone who is unemployed." Such a threat is illegal, but employers get away with it day after day, year after year. Imagine that—workers threatened with their livelihood and well-being for taking the government at its word when it says workers have the right to form a union and cannot be penalized for exercising that right.

We say employers should not be able to use the misery, poverty and desperation of the unemployed to deny their workers the rights guaranteed them by God, the Constitution and the laws of the United States.

This nation cannot afford a system that offers justice to some, freedom to some, the hope of a better future to some—but not all.

So, on this Labor Day, the American labor movement is not celebrating or resting. We are working—working hard for full employment and for the rights of workers who want to be treated with respect and dignity by their employers.

After all, that is what Labor Day is really all about.

Kirkland on Labor Day:

Minimum Wage Boost a Matter of Justice

By Lane Kirkland

SINCE 1894 the first Monday in September has been set aside to honor the men and women who keep the wheels turning and maintain the flow of goods and services in the largest and most complex economy the world has ever seen.

On this Labor Day 1977 our country is entering its third century of the great struggle to create a just society—a society in which every citizen has a chance to achieve his or her highest potential, a chance to learn to the limit of his capacity, a chance to do productive and worthwhile work and to share fairly in the rewards of work.

We take pride in what we and our forebears have contributed in the struggle for social and economic justice. From the beginning our unions have fought for better schools, better health care, better housing; for equal justice and equal opportunity.

We intend to keep on fighting for all of these things, not merely for ourselves but for all men and women, at home and abroad.

One important part of that fight, one that should concern every American who wants to see his country move ahead toward justice and decency, is the fight to see that everyone who works for a living receives a living wage.

Very few union members have any personal stake in the federal minimum wage. Most have succeeded, through collective bargaining with their employers, in raising their earnings well above any conceivable legal minimum.

But we are appalled that there are 10 million Americans who work 40 hours a week, 52 weeks a year, often at hard and dirty jobs, and who are paid less than poverty wages. The hourly rate the government says is absolutely necessary today to raise a worker above the poverty level is $2.81. The minimum wage the government says an employer may now pay a worker is $2.30 an hour. That is a disgraceful commentary on America's national priorities.

It is disgraceful that more than one worker out of 10, no matter how hard he tries to pay his own way, still must turn to public assistance, to food stamps, to private charities, to keep his family together with a roof over their heads.

It is even more disgraceful that a great many workers are illegally paid even less than the minimum. The Labor Dept. recently reported that in the first half of fiscal 1977, unscrupulous employers swindled more than 300,000 minimum wage workers out of nearly $58 million.

The Labor Dept. made a survey of the workers who were cheated last year. It found that two out of five of those workers were the primary earners of families. A fourth had two or more dependents. Half of them were women. One in five was black. Two-thirds were over 40 or under 20. Three-fourths were retail trade workers or service workers. Two-thirds lived in the South.

Those workers were the lucky ones, the ones whose employers were caught and compelled to pay up what they had stolen. A great many violations are never reported. There are, for instance, a million and a half household workers who are covered by the Minimum Wage Act and who are paid an average of $2,732 a year and have no sick leave, vacation pay, pensions or holiday pay.

Early this year the AFL-CIO Executive Council urged the Congress to increase the minimum wage to $3 an hour and to include an automatic mechanism in the act to maintain the minimum wage at 60 percent of average hourly earnings in manufacturing. That recommendation was, and is, fair and reasonable. The minimum wage should not be a poverty wage. It should be a wage that meets the definition in the act itself and allows a worker to maintain at least a "minimum standard of living necessary for health, efficiency and general well-being."

But because further delay is intolerable, the AFL-CIO is supporting a bill now before Congress that will raise the minimum to $2.65 next Jan. 1 and raise it to 53 percent of the average wage in manufacturing by Jan. 1, 1980. It is not all that we wanted or sought. But it is a good bill that will go a long way toward providing economic justice for the lowest-paid workers in the country.

Modest and reasonable as it is, however, the bill is under heavy fire by employers who want to preserve the status quo and maintain a pool of cheap labor.

Back in 1938, when the first minimum wage was established by the Congress at 25 cents an hour, business spokesmen wrung their hands and cried that the economy would never survive, that inflation, unemployment and ruin were just around the corner. They have repeated those arguments every time since then that the Congress has acted to raise the minimum, and they are repeating them today.

There has never been a word of truth in those arguments, and there is no truth in them today. Studies by the Labor Dept. in both Democratic and Republican administrations have shown that minimum wage increases have never had more than a slight and temporary adverse effect. Every increase has been followed by higher employment and increased economic activity.

But the enemies of fair wages don't want to be confused by facts. They will be raising the same battle cry when the bill comes up in the House in mid-September and again later in the Senate.

In the fight to keep millions of their fellow citizens in poverty, they have these goals:

First, they will try to set a subminimum wage for teenagers on the pretense of trying to lower youth unemployment. In truth, this scheme has nothing to do with teen-age unemployment. It is simply a device to give fast-food operators and other employers a large labor source to exploit.

A youth subminimum would increase unemployment among older workers, starting with those 20 to 24 who are trying to establish families and going right through the minority mothers and fathers who would be thrown out of work so that the employer could hire their sons and daughters at a cheaper rate. Discrimination against the young in the form of wage cuts makes no more sense than wage cuts for blacks, women, Spanish-speaking citizens, Vietnam veterans or any other group with a high unemployment rate. The only solution to unemployment is more jobs, not discriminatory wage rates.

The second effort will be to eliminate indexing—the setting of the minimum wage at a percentage of the average wage in manufacturing. Without indexing, minimum wage workers will never get above the poverty line. But with indexing at 53 percent they will do so, reducing their dependence on public assistance and making them independent, self-supporting citizens and taxpayers. Indexing must not be defeated.

Finally, there will be an effort to reduce the $2.65 minimum. That figure, effective next January, would only restore half of the buying power lost since the last time the minimum wage was increased. Any reduction below this figure would deprive minimum wage workers of what they absolutely need to live decently and it would deprive the economy of the boost it would receive from a restoration of buying power for low-wage workers.

These are the goals of the people who have a vested interest in poverty, who see fatter profits in human exploitation and who like a society in which a large pool of cheap labor is fighting over jobs at starvation wages.

It is the kind of society America has been struggling to put behind her in the long fight for decency and justice.

But they are not decent goals for a country that has been struggling for 200 years to achieve human justice.

If America is ever to become the integrated society of creative, self-supporting citizens envisoned by its founders, Congress must not let the exploiters have their way in this matter. And it is the job of every citizen to see that Congress does its duty.

Workers Must Look to Future

From a Labor Day statement by Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Dept.

LABOR DAY TRADITIONALLY is a day of recognition.

It is the occasion when the workers of the United States are recognized, praised and honored for the contributions they have made to our national society.

This is highly appropriate. Entirely apart from the physical building of this nation, the men and women of organized labor are largely responsible for the better educational facilities, the higher standards of safety and health, the sound pension plans, the guaranteed minimum wages and the scores of other fundamental benefits which have enriched the dignity and quality of an American citizen's life.

There can be little doubt that the American worker is sorely troubled and perplexed.

He keeps hearing and reading that the economy is improving. But, if he is in the building trades, he knows that the construction industry for several years has been afflicted with an average unemployment rate of more than 20 percent and, for particular crafts in certain communities, a jobless rate of 40 percent to as high as 65 percent.

"Protect the Endangered Species" sounds great and the ordinary man and woman is all for it. But does that mean a few snail-darter fish or field of lousewort should prevent the building of facilities that not only would help end power failures such as New York City recently experienced, but also would increase the work opportunities and the living comfort of millions of humans?

Our thinking this Labor Day, 1977, should go beyond a paycheck and fringe benefits. We should recognize that we must determine the future of our families; what opportunities for work there are going to be in the years immediately ahead and what kind of work it is going to be.

Labor's Legislative Goals Keyed To Efforts of Local Membership

Labor Day statement by I. W. Abel, president of the AFL-CIO Industrial Union Dept.

LABOR DAY 1977 is a time when America's wage earners, and the unions that represent them, must resolve to carry on to victory a two-front battle:

1. To win the adoption of government policies that will set the national economy on a course to full employment.

The month-by-month continuance of unemployment at a level hovering around 7 percent is unacceptable. There is no reason why, at a time when the economy is judged by the business community to be operating at "normal" or better levels, we must continue to tolerate depression levels of unemployment.

Organized labor and its friends must work harder for passage of the Humphrey-Hawkins bill — the only realistic legislative proposal for dealing with the curse of mass joblessness.

2. To win passage of the labor law reform bill, which offers promise at long last of speeding up the snail-like processes of the National Labor Relations Board so that workers may finally get the decent break they were promised, over 40 years ago, under the federal labor law.

For thirty years the labor law has been tilted in favor of employers; delay and discrimination have robbed wage earners of the substantial protections that were once regarded as a Magna Carta for working people.

Despite the fact that for the first time in eight years we have the White House and the Congress both in the control of the Democratic party, we cannot be assured of any easy victory on these bills, or of other important proposals, among them the needed improvement in minimum wages. The outcome will hinge on the ability of the AFL-CIO and its affiliated unions to mobilize strong, constant support for these bills . . . and to communicate that support day by day to both the Congress and the White House.

Of one thing we can be certain: the big business groups and their right wing allies are mobilized as never before to rob America's working people of the benefits contained in these needed bills.

The National Association of Manufacturers, the Business Roundtable, the U. S. Chamber of Commerce, not to mention the so-called National Right to Work Committee and a host of other groups on the far right, have millions of dollars in resources at their disposal for opposing the will of working people. The opposition is determined, unscrupulous, well prepared.

It behooves every union member in America to tell his or her senators and representatives of support for the high priority bills endorsed by labor and designed to make our country a better place for all its average people.

On Labor Day 1977 we must pledge once again to stand forthright and united in support of our program. We dare do no less.

Labor Day Themes:

Jobs, Worker Rights Linked in Messages

(Continued from Page 1)

employer violations, Meany observed.

In a separate Labor Day statement, AFL-CIO Sec.-Treas. Lane Kirkland attacked entrenched employer groups seeking to prevent congressional enactment of a higher minimum wage. A bill now before Congress would raise the minimum to $2.65 on Jan. 1, and increase it to 53 percent of the straight-time average factory wage by Jan. 1, 1980.

Kirkland noted that the bill is under heavy fire by employers who want to preserve the status quo and maintain a pool of cheap labor.

In fighting to keep millions of their fellow citizens in poverty, these employers are sounding the same battle cry they have raised since the first minimum wage was established by Congress in 1938, Kirkland said. Business spokesmen then wrung their hands and cried that the economy would never survive a 25-cent minimum wage, that inflation, unemployment and ruin were just around the corner, he said.

"They have repeated those arguments every time since then that the Congress has acted to raise the minimum, and they are repeating them today," Kirkland charged. "There has never been a word of truth in those arguments, and there is no truth in them today."

The enemies of fair wages, he said, have a vested interest in poverty. They see fatter profits in human exploitation and a society in which "a large pool of cheap labor is fighting over jobs at starvation wages."

"If America is ever to become the integrated society of creative, self-supporting citizens envisioned by its founders, Congress must not let the exploiters have their way in this matter," Kirkland declared. "And it is the job of every citizen to see that Congress does its duty."

President Carter, in his Labor Day message, reminded the country of organized labor's contributions to society—"not only its own members but also all people, though its decades-long fight for a fairer, more equitable America."

In a separate statement, Labor Sec. Ray Marshall said that while Labor Day 1977 finds most Americans enjoying the best living and working conditions in the world, "others continue to endure hardships." He said the Administration's top priority is to put millions of jobless workers back to work.

President I. W. Abel of the AFL-CIO Industrial Trade Dept. urged America's wage earners and the unions that represent them to strengthen their resolve for establishment of a national full employment policy and passage of labor law reform legislation.

"It behooves every union member in America to tell his or her senators and representatives of support for the high priority bills endorsed by labor and designed to make our country a better place for all its people," Abel said in a Labor Day statement.

President Robert A. Georgine of the AFL-CIO Building & Construction Trades Dept. called for government programs to bolster the sagging construction industry, still strapped by high joblessness.

"The American worker is sorely troubled and perplexed," Georgine said. "He keeps hearing and reading that the economy is improving.

"But if he is in the building trades, he knows that the construction industry for several years has been afflicted with an average unemployment rate of more than 20 percent and, for particular crafts in certain communities, a jobless rate of 40 percent to as high as 65 percent."

UNION WOMEN MEMBERS of the State, County & Municipal Employees march along Pennsylvania Avenue in the nation's capital in support of the Equal Rights Amendment. The Aug. 26 march to the White House culminated with the signing of a Woman's Equality Day proclamation by President Carter. Also participating were members of other affiliates, including the Communications Workers, Government Employees, Newspaper Guild, and the Electrical, Radio & Machine Workers, along with the Coalition for Labor Union Women. The amendment must win endorsement by three more states by early 1979 to become part of the Constitution.

IRS Chief Hit On Plan to Tax Job Benefits

The AFL-CIO accused the head of the Internal Revenue Service of proposing "piece-meal" changes in IRS regulations that would further tax some of America's lowest paid workers while the wealthy manage to avoid full taxation.

The proposed regulations would tax fringe benefits as small as the discounts retail workers receive when they make purchases in the stores where they work, the Executive Council observed.

"We consider these proposals, at a time when no one knows what the President will propose as full-scale reform, to be premature, to say the least," the council said in a statement.

It urged IRS Commissioner Jerome Kurtz to concentrate on assuring that persons of great wealth, who are now able to shelter their income from most taxes, pay their fair share of the tax burden.

"That would be the path of tax justice—not taxing insignificant benefits for low-wage workers," the council said.

Wholesale Price Index Up Slightly

Wholesale prices edged up a slight one-tenth of 1 percent in August, following declines in the previous two months, the Bureau of Labor statistics reported.

The rise in the government's wholesale price index—a barometer of consumer price trends—was statistically negligible and reflected another large drop in agriculture-related prices.

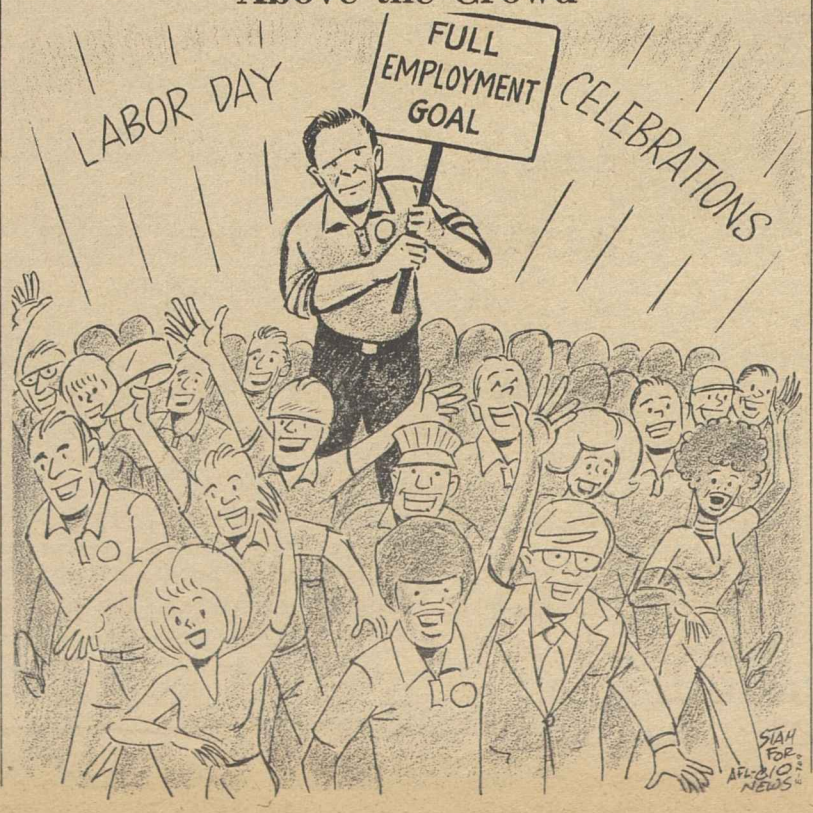
Prices of farm products declined 4.3 percent over the month, more than in July, but prices for processed foods and feeds fell less, eight-tenths of 1 percent compared with a 2.4 percent decrease in July.

The drop in farm prices more than offset a five-tenths of 1 percent rise in industrial commodity prices, the same as in July. Finished goods, probably the best gauge of price trends, were up one-tenth of 1 percent.

The one-tenth of 1 percent increase in the August index compared with decreases of one-tenth of 1 percent in July and seven-tenths of 1 percent in June.

For the third month in a row, the largest price increases among industrial commodities were for lumber and wood products, up 4.1 percent. Transportation equipment also rose as a result of higher prices for autos and auto parts.

Above the Crowd



Higher Interest Charge Ordered for Back Pay

(Continued from Page 1)

Florida Steel Corp., a manufacturer and distributor of steel products that has steadfastly resisted organizing efforts of the Steelworkers. At recent congressional hearings, the firm's unfair labor practices have been bared by witnesses, one of whom testified he had been hired by the company to spy on union organizing activities.

In its decision, the NLRB noted that Florida Steel has been found guilty of a dozen unfair labor practice charges at its various plant locations since 1973.

The board's new back pay interest formula means that employers guilty of illegally discharging workers now would have to pay 7 percent interest on back wages. In taking the action, the NLRB said it had become convinced that the 6 percent rate which had been in effect for 15 years "no longer effectuates the policies" of the National Labor Relations Act. The board said the new interest formula is expected to "encourage timely compliance with board orders, discourage the commission of unfair labor practices, and more fully compensate" those who have been discriminated against.

The AFL-CIO has long contended that the awarding of back pay, even with interest, is insufficient to deter antiunion employers from committing unfair labor practices. The Administration's labor law reform proposals backed by labor would require employers to give workers double back pay with interest when unfair labor practices are proved.

The ruling of the board focused on the firing of a worker by Florida Steel for his union activity last year in behalf of the Steelworkers at the company's Tampa plant. Florida Steel was ordered to reinstate the worker, Donald G. Bassett, and repay him for his loss of earnings, plus interest at the new 7 percent rate.

NLRB Chairman John H. Fanning, in a separate concurring statement, said he would have gone further than his colleagues. In addition to the back pay plus interest. Fanning would have applied an "inflation factor" to adjust the back pay to approximate the current value of the dollar.

"A simple back pay plus interest award does not make the discriminatee whole because he or she is not receiving the same purchasing power he or she would have enjoyed if the wages had been paid when due," Fanning said.

Because of Florida Steel's repeated violations of federal labor law, the board went beyond its usual notice-posting requirement, and directed the firm to mail the NLRB notice of violation to all company employees, read the notice to all workers, include it in such appropriate publications as employee newsletters, provide the union with one year's access to plant bulletin boards at Tampa, and furnish the union with a list of Tampa employees' names and addresses.

Voluntary Controls Rejected by CLC

Ottawa — The Canadian Labor Congress told the government of Prime Minister Pierre Trudeau that unions remain opposed to all wage controls, whether voluntary or compulsory.

CLC President Joseph Morris called on the government to lift controls "immediately and without preconditions." He said the sagging Canadian economy needs economic stimulus, not more controls.

Labor Day Weekend Network Schedule

AFL-CIO leaders will appear on a number of television and radio programs over the Labor Day weekend.

Sunday, Sept. 4

Sec.-Treas. Lane Kirkland on Meet the Press, NBC-TV —12:30 p.m. EDT.

Monday, Sept. 5

President George Meany CBS-TV Morning News—7:00 a.m. EDT.

Vice President Murray Finley on the Today show, NBC-TV—8:00 a.m. EDT.

IUD President I. W. Abel on Mutual radio, 12:15 p.m. EDT.

Sec.-Treas. Kirkland on NBC radio, 12:30 p.m. EDT.

President Meany on CBS radio, 7:35 p.m. EDT.

Local stations may alter program schedules and should be checked for exact broadcast times.

Correspondence about address corrections should be sent with attached mailing label to: AFL-CIO Subscriptions, Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

9-3-77

Stevens Workers Gain Global Support

AFL-CIO News

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Meany Bids Congress End Profiteering on Labor Law

New Contempt Ruling:

Stevens Policies Draw Heavy Fire

The Clothing & Textile Workers' drive to bring economic justice to the workers of J. P. Stevens & Co. gained momentum as further international trade union support poured in.

"Individually and collectively," leaders of textile and garment workers' unions in Canada, Mexico, France, Australia, New Zealand, and Japan pledged, "we will call upon the national labor bodies with which we are affiliated to explore every avenue and pursue every lawful effort in order to provide every bit of assistance and encouragement that trade unionists can give one another."

The commitment of the Free World trade unions to the Stevens workers' cause was announced at a press conference presided over by AFL-CIO President George Meany at federation headquarters in Washington. It followed a two-day meeting of representatives of the various international labor organizations convened by the AFL-CIO to coordinate the fight against the anti-labor Stevens firm on a worldwide basis.

The meeting coincided with a U.S. Court of Appeals finding in New York citing Stevens for contempt of previous court orders, and describing the company as the "most recidivist in the field of labor law."

While trade union solidarity had

(Continued on Page 8)

House Vote Nears On Wage Bill

Union-supported minimum wage legislation moved toward a delayed showdown on the House floor and a companion bill won the endorsement of a Senate Labor subcommittee.

Both the House and Senate bills would raise the present $2.30 wage floor to $2.65 in January. Thereafter, the minimum would be linked to a percentage of the average straight-time factory wage.

It would be pegged at 52 percent of the factory wage in 1979, rising to a permanent level of 53 percent in 1980. The wage floor would be adjusted each year thereafter to maintain that ratio.

(Continued on Page 8)

CASE FOR labor law reform is made by AFL-CIO President George Meany at House hearings. With him at the witness table is Sec.-Treas. Lane Kirkland. The National Labor Relations Act is flouted by employers because its enforcement mechanism is inadequate and toothless, Meany said.

Cites Abuse By Scofflaw Employers

By David L. Perlman

AFL-CIO President George Meany called on Congress to "take the profit out of violating employee rights" by passing the Administration's labor law reform bill.

The legislation is needed because employers are flouting the National Labor Relations Act "with virtual impunity," Meany said. The 42-year-old collective bargaining law is being violated "every day of the week."

Meany's testimony, in the concluding week of hearings by a House Labor subcommittee, stressed the AFL-CIO's full acceptance of the principle that workers should have a genuinely free choice of whether to be represented by a union.

But there is no such free choice in a climate of fear and coercion, Meany said, when the weaknesses of NLRB remedies to unfair labor practices make it clear that "the law really does not protect workers who seek to organize."

Earlier in the hearings, the subcommittee heard from dozens of workers who have first-hand experience with companies that use both legal stalling tactics and clearly illegal methods to frustrate collective bargaining.

Meany saw a strong parallel

(Continued on Page 3)

Overall Rate Jumps to 7.1%:

Rise in Joblessness Hits Blacks Hardest

By James M. Shevis

A sharp jump in minority unemployment lifted the nation's jobless rate from 6.9 to 7.1 percent in August, amid other signs of a hesitant economy.

The report on unemployment, which the Bureau of Labor Statistics issues monthly, was devoid of any bright spots, AFL-CIO President George Meany observed. Worst hit by the over-the-month increase in joblessness were black workers, whose rate rose from 13.2 to 14.5 percent.

Black leaders have repeatedly warned the Carter Administration and Congress of the growing problem unemployment poses for blacks, particularly those in urban areas. The 14.5 percent jobless rate for blacks last month matched a post-World War II high recorded in September 1975.

Meany warned that "the situation will not improve until America really begins to face up to the fact that there must be a full-scale government program to achieve full employment. And that drive still has not started."

Labor Sec. Ray Marshall, stressing that the problem of finding jobs and training for minority youths "has now become critical," announced two new actions by the Administration to combat youth unemployment. The first is a plan to open three new Job Corps centers, in Albany, Ga., San Bernardino, Calif., and Benton, Pa.

The second is an agreement with the Departments of Agriculture and Interior to administer and operate

(Continued on Page 6)

Kirkland Urges Action To Revitalize Economy

AFL-CIO Sec.-Treas. Lane Kirkland called for "very aggressive government action" to take up the slack in an economy where "the private sector has stopped producing jobs."

He termed black unemployment in the nation's central cities the nation's "most acute" and "intractable" problem—one that won't disappear by itself.

Kirkland's prescription for an ailing economy was in reply to a question on NBC television's Meet the Press program, one of a series of network broadcasts keyed to the nation's observance of Labor Day.

On other television interview programs, AFL-CIO President George Meany talked about inflation and jawboning, while Vice President Murray Finley joined Rep. Frank Thompson, Jr. (D-N.J.) in explaining what labor law reform is all about.

The nation's radio networks aired Labor Day addresses by Meany, Kirkland and Industrial Union Dept. President I. W. Abel —carrying on an annual tradition.

Meany focused his CBS radio address on the right-wing extremist

(Continued on Page 2)

Justice Dept. Rules Debs Never Lost Citizenship

Eugene V. Debs never lost his citizenship despite the prison term he served for speaking out against U.S. involvement in World War I.

That's the official word from Attorney Gen. Griffin Bell, and Sen. Birch Bayh (D-Ind.) termed the Justice Dept. letter a satisfactory conclusion to the labor-backed campaign to honor the memory of Debs by lifting the cloud over his citizenship status.

Debs was a railroad union leader before becoming the Socialist Party's five-time candidate for President of the United States. And the AFL-CIO's 1975 convention unanimously endorsed a resolution by rail union delegates urging legislation to restore his citizenship rights posthumously.

The Senate unanimously passed such a resolution last year, but it died in the House while the Justice Dept. tried to define the citizenship status of Debs at the time of his death in 1926.

Bayh, who made Bell's letter public on the eve of Labor Day, said the Attorney General's statement "removes all doubts about Debs's citizenship" and is occasion for "rejoicing."

Musicians Win Major Gains in TV, Film Pact

New York—Members of the Musicians employed in the television and motion picture industry overwhelmingly ratified a new three-year contract providing significant improvements in wages and benefits, plus live scoring for TV dramatic shows.

AFM President Hal C. Davis noted that the union had sought live scoring for many years without success until this year. The new contract stipulates that in the 1978-79 TV season, all dramatic series programs will be scored live.

"The use of track has had a tremendous impact on work opportunities for musicians," Davis said. Under the new contract, the industry has agreed that no more than 15 minutes of a finished product will be recorded.

The agreement with the Association of Motion Picture Producers and The Alliance was ratified by a vote of 472 to 33. It provides an 8 percent increase in scale wages, retroactive to Aug. 1, an additional 7 percent raise next Aug. 1, and another 7 percent boost on Aug. 1, 1979.

The pact also raises employer contributions to the Musicians' pension and welfare fund from 7 to 8 percent.

New Mexico Labor Fights R-T-W Move

Albuquerque, N.M.—The State AFL-CIO resolved at its 20th biennial convention here to renew its efforts to block conservative elements from imposing a so-called right-to-work law on New Mexico workers.

The National Right to Work Committee and its "puppets" within New Mexico came close to pushing through an R-T-W law last January during the state legislative session, and they are regrouping for another drive next January, a resolution adopted by the convention pointed out.

In other resolutions, the 200 delegates endorsed a full employment policy for all Americans and called for an investigation of the 28th region of the National Labor Relations Board whose director, they charged, has a pro-management bias.

C. M. Norris, a member of Machinists Local 1265 in Carlsbad, was elected president, succeeding Tony Pacheco, who declined another term.

Frutoso Chavez, a member of Laborers Local 16 here, was elected first vice president, succeeding Norris. Neal Gonzalez was reelected executive secretary-treasurer. A member of Local 611 of the International Brotherhood of Electrical Workers here, Gonzalez is beginning his 11th year in office.

The delegates approved a 10-cent increase in per capita tax, raising the monthly payment to 35 cents per member.

Major speakers included Sen. Joseph Montoya (D-N.M.); Earl McDavid, secretary-treasurer of the AFL-CIO Union Label & Service Trades Dept.; Gov. Jerry Apodaca; Frank Emig, assistant director of the AFL-CIO Dept. of Organization & Field Services; Alfredo Montoya, executive director of the Labor Council for Latin American Advancement; Nicholas Kurko, AFL-CIO Region IV director, and Sherman A. Miles, COPE Area VIII director.

ARCHBISHOP OF WASHINGTON William Cardinal Baum exchanges greetings with AFL-CIO President George Meany at Labor Day ceremonies that included a mass at Washington Shrine of the Sacred Heart. Meany warned of formidable opposition arrayed against the labor movement on the 83rd celebration of Labor Day.

Kirkland Urges Action To Revitalize Economy

(Continued from Page 1)

effort to smear the labor movement and frighten the "gullible" into contributions.

Today's "hate merchants" are "slick Madison Avenue types" that have made a profitable business of anti-unionism, Meany said, and "not little old ladies in tennis shoes."

He warned business leaders supporting such efforts that destruction of the trade union movement, as in Hitler's Germany, is inevitably followed by the crushing of all freedoms. **(Excerpts, Page 4.)**

Abel's address, over the Mutual network, termed unemployment "curable" and found it "incredible" that the jobless rate has been permitted to remain so high for so long.

The "Number One priority," Abel insisted, must be "a job for every American."

The IUD president spoke of other concerns of the trade union movement also, including the "big issue" of health and safety on the job.

Abel talked of "the hidden killers—the tiny strands of asbestos, the lint in textile mills, the dust in coal mines, the fumes from coke ovens."

The Occupational Safety & Health Act provides the tools to deal with these threats, Abel said. "It's time to get on with this job."

Kirkland's radio address, over NBC stations, stressed industrial democracy and the right of workers "to have a say in their own lives" through collective bargaining.

Economic power must be shared and balanced, Kirkland said. But while the power of corporations comes from money, "the power of unions comes from people." He gave some examples of how unions use their power:

- To provide workers a greater share of the wealth they produce, bringing higher living standards and additional consumer buying power.
- Stimulating greater participation in the nation's political life by encouraging workers to register, vote and be aware of how candidates stand on issues.
- Seeking legislation "that will help all the people, in the belief that what helps everyone will also help workers." Examples include tax justice, better health care, improved education, better social security and more effective protection for consumers.

"We've supported anti-discrimination laws to protect all workers—black and white, male and female, young and old—from being refused work by employers on account of their race, their sex or their age," Kirkland said. "And what did the business lobby do with its power when these issues were being decided? It fought against those measures."

On the CBS Morning News television program, Meany sharply challenged attempts to blame union-negotiated wages for inflation.

It is not wages that push interest rates up, Meany stressed, but decisions made by bankers that have "an impact on everything that goes into our economic life" and have nothing to do with productivity.

On NBC's Today Show, the focus was on labor law reform. Murray Finley, president of the Clothing & Textile Workers, gave examples of the weakness in enforcement of the National Labor Relations Act. Twenty-one years after the Darlington, S.C., textile mill was illegally closed down to avoid bargaining with the union, he noted, workers are still waiting for their back pay.

Labor isn't trying to change the rules of collective bargaining, Finley stressed, but "to restore the rules to the original intent of Congress."

Full Employment Week Launched:

'Somber' Outlook For Workers Cited

The outlook for American workers today is "no less somber" than on the first Labor Day—only the problems are different, AFL-CIO President George Meany declared at the 25th annual Labor Day mass at Washington's Shrine of the Sacred Heart.

"We find the same opposition to the idea that America should adopt a policy to make sure that every person able and willing to work should have an opportunity to do so," Meany charged.

Meany's remarks on the need for a national full employment policy were echoed and rephrased by other labor leaders across the country at Labor Day celebrations kicking off Full Employment Week. Designated by the Full Employment Action Council, the week was marked by a series of community activities, including citizens' hearings, parades, rallies, and vigils, to call attention to the nation's prolonged unemployment crisis.

In a proclamation, the council pointed out that joblessness, now officially 7.1 percent, is accompanied by intolerable costs, and represents a "vast and tragic waste of our human and material resources." President Murray H. Finley of the Clothing & Textile Workers and Coretta Scott King are co-chairpersons of the council.

The council's Washington headquarters said that planned activities took place in about 70 major American cities, plus smaller communities, during Labor Day week. The largest event occurred in New York City at a giant rally in Herald Square attended by over 10,000 persons.

Other large turnouts were in Detroit, Cleveland, Kansas City, Mo., Los Angeles, Chicago, Atlanta, Buffalo, N.Y., and Washington, D.C.

At a citizens' hearing in Kansas City, Director William E. Pollard of the AFL-CIO Dept. of Civil Rights said that "unemployment and its related problems are massive and only massive concern by individuals, groups, organizations, Congress, and the White House can forge the necessary remedies to reduce it to a harmless state."

For minorities, and blacks especially, joblessness is at "alarming" levels, Pollard observed. The Humphrey-Hawkins Full Employment bill now before Congress would create programs to make sure there are jobs for everyone, he said.

Catholic dioceses and parishes throughout the country focused on the enormous costs of joblessness and the need for an effective national full employment policy, aided by program materials furnished by the U.S. Catholic Conference's Office of Domestic Social Development.

In Terre Haute, Ind., Labor Day was celebrated with the dedication of a memorial plaque to Samuel Gompers, first president of the AFL-CIO, at the home of Eugene V. Debs. The Debs home is now a national landmark.

For the fifth consecutive year, the labor-sponsored mass in memory of the Lattimer massacre near Hazleton, Pa., drew hundreds to observe the 80th anniversary of the ambush slaying of 20 striking immigrant miners by sheriff's deputies.

In his Labor Day mass remarks, Meany stressed that the labor movement faces formidable opposition to its goals today.

"In all too many cases, the captains of industry and the rulers of multinational corporations have ceased to believe in the free market or in free competition or in the sacred character of work or in the duty to uphold human freedom and resist tyranny," he said.

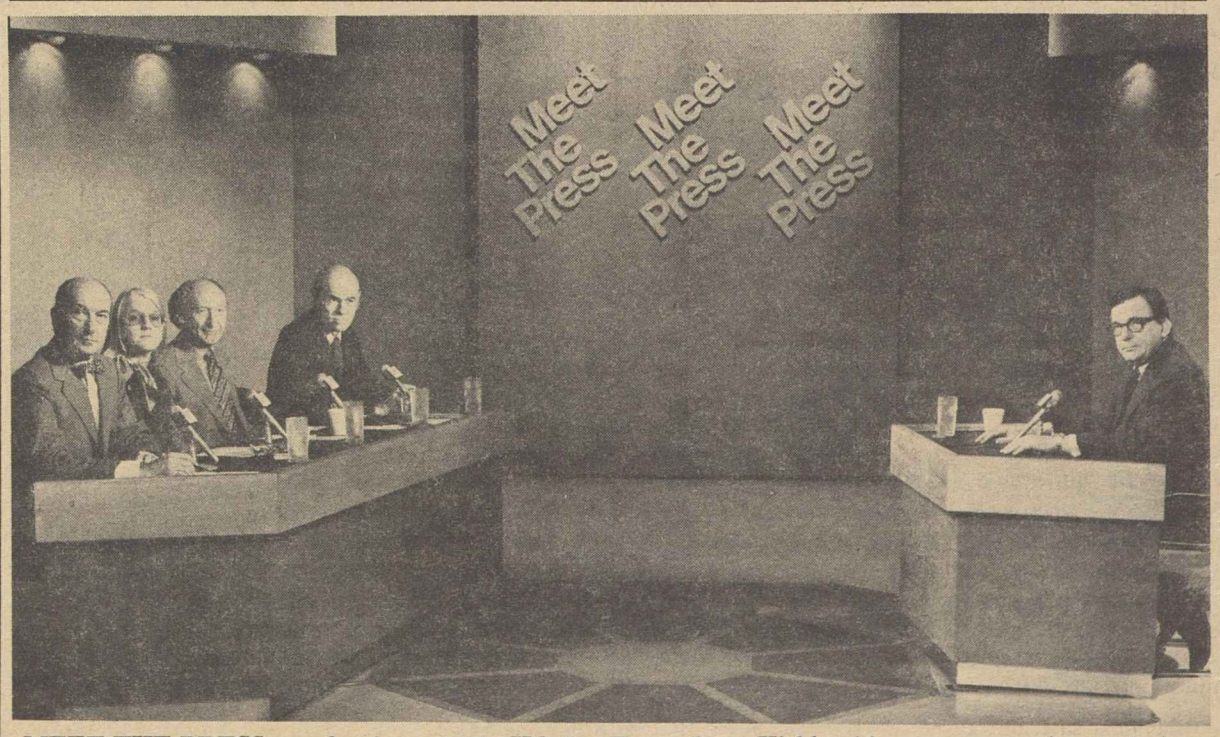
"We look around us and see administered prices and controlled markets. We see bribery and corruption of government officials used as ordinary business tools."

Meany said the labor movement faces the same obligation to overcome economic injustice that it has tried to fulfill since its inception, an obligation that "we will never stop striving to meet."

Technical Engineers Win Shipyard Vote

Vallejo, Calif.—The Professional & Technical Engineers won representation rights for 1,320 technical and clerical workers at the Mare Island Naval Shipyard here.

The representation election conducted by the Labor Dept. came on the heels of the union's 20-month organizing campaign, PTF Sec.-Treas. John E. Dunne said. The vote was 480 for the union and 92 "no" votes.



MEET THE PRESS panel quizzes AFL-CIO Sec.Treas. Lane Kirkland in a program telecast during the Labor Day weekend. The reporters, from left, are Irving R. Levine of NBC News; Sara Fritz, United Press International; A. H. Raskin, New York Times, and Bill Monroe, NBC News.

Spells Out Case for Reform:

Meany Cites Abuses Under 'Weak' Law

(Continued from Page 1)

between their testimony and the evidence uncovered by congressional committees in the 1930s which led to the National Labor Relations Act.

That law has been enormously successful "because decent employers do obey the law," Meany said. But "we have learned that there are employers without a shred of decency." For firms such as J. P. Stevens, Deering Milliken, Florida Steel and Monroe Auto Equipment, "economic reprisal is as much the order of the day in 1977 as it was for the steel and auto companies in 1934."

Meany's testimony included a point-by-point refutation of employer attacks on the labor law reform bill.

He ridiculed the contention that a speedy timetable for union representation elections wouldn't give the employer enough time to "educate" workers about the "evils" of unionism.

An employer's dominance in the workplace is established "from the moment a worker sets foot in a plant," Meany noted. It is the union which has always had to overcome the obstacles to getting its message across.

As for the allegation that strengthening the remedies against employer violations would make the law "punitive" rather than "remedial," Meany retorted that there are presently "no effective remedies."

But there is a "reward" in higher profits to the employer who violates the law and succeeds in keeping out a union, Meany said.

"For people who are motivated solely by profits, respect for the law comes only with remedies which take the profit out of violations."

Specifically, Meany said, a worker illegally fired should be promptly reinstated with double back pay. Employers who illegally refuse to bargain with the union chosen by their workers should be required to make up lost pay increases and the United States should not subsidize companies that repeatedly flout federal labor law by awarding them federal contracts.

"There is a very simple, legal method for employers to avoid any of these proposed new penalties," Meany said. They can simply "obey the law."

While the labor-endorsed Administration bill leaves the substantive provisions of the National Labor Relations Act largely intact, Meany noted that a bill being pushed by employer groups reaches into the basic collective bargaining process and would impose new restrictions on strikes and unions.

He told Rep. John N. Erlenborn (R-Ill.), the bill's sponsor, that unions also would like to see substantive changes in labor law considered at a later date.

In this area "we have a long list of suggestions," he said.

But Meany gave short shrift to Erlenborn's attempt to substitute his employer-backed bill for the Administration measure that has been introduced by Subcommittee Chairman Frank Thompson, Jr. (D-N.J.).

The measure is titled, "Employee Bill of Rights," Meany noted, "but no employees testified in favor of it."

If the AFL-CIO were to propose legislation for an "Employer Bill of Rights," Meany suggested, "we would be laughed out of the room. And rightly so."

Questions and comments following Meany's testimony indicated that the Thompson bill can count on solid support from the subcommittee's liberal Democratic majority.

The bill also got a strong boost from the chairman of the parent Education & Labor Committee, Rep. Carl D. Perkins (D-Ky.). Perkins dropped in on the hearings to welcome Meany and promised to "do all I can to move the legislation expeditiously through the full committee."

LABOR DEMONSTRATION against the American Broadcasting Co. drew throngs outside the company's New York City headquarters. The rally was organized by the New York City AFL-CIO and its affiliates in support of the Broadcast Employees & Technicians, which has been on strike against the network since May 17. The dispute centers largely on work rules.

Former Labor Secretaries Back Effort to Streamline Labor Law

By James Kaplan

All seven living ex-secretaries of labor "support the objective" of President Carter's proposed legislation to streamline federal labor law, John T. Dunlop said.

Testifying before the House Subcommittee on Labor-Management Relations, Dunlop, who served as labor secretary in the last Republican administration, said the proposed reforms would "set reasonable time limits and speed up the representation election process."

Dunlop was joined by Willard Wirtz, labor secretary under Presidents Kennedy and Johnson, in support of the reform effort.

Dunlop said the other former secretaries "agreed to be associated" with his statement, although some have "different evaluations" of specific points of the reform measure.

The former Cabinet members for whom he spoke are Arthur J. Goldberg, Wirtz, George P. Shultz, James D. Hodgson, Peter J. Brennan, and W. J. Usery, Jr.

Ray Marshall, the current secretary of Labor, announced his support in July, as the lead-off witness before the subcommittee, which is chaired by Rep. Frank Thompson, Jr. (D-N.J.), the bill's sponsor.

Dunlop, who spoke at length to the subcommittee, said the current administration of the National Labor Relations Act is too often drawn from "abstract principles" rather than "the realities of the workplace."

As an example of this, Dunlop noted the growing proportion of small units involved in union representation elections over the past 25 years. He said delays in elections and bargaining in such shops "are particularly objectionable."

Dunlop said that in small units "the argument is without merit that supervisors and management need a considerable time period to communicate with workers about the merits of representation."

In fiscal year 1976 about half the union representation elections took place in units with fewer than 19 eligible employees. Loopholes in the NLRA allowing corporations to delay elections and bargaining through court fights are just one illustration of "allowing formalism to overrule the realities of the workplace," Dunlop said.

Both Dunlop and Wirtz described their prime reason for support of reform as a desire to make the current law workable.

Wirtz, in a brief statement to the subcommittee, said that the present balance between labor and management will not be adversely affected by the bill. He added that those who oppose amending the Wagner Act "are those who argued against establishing the balance in collective bargaining 40 years ago."

Dunlop commented that "it is a sorry commentary on the complexity of the law in this field that only a lawyer can with confidence letter a picket sign, define acceptable forms of job action, or write a speech for an employer or specify reasons for a discipline or discharge, and then one can only be certain of the outcome months or years later."

Dunlop emphasized the President's commitment to speeding up the regulatory process as a factor in his own support of labor law reform, and added that "it has become necessary for the legislative process to fix time limits that cannot be exceeded for administrative and court review."

Thompson, opening the second phase of the House hearings on the reform bill, pointed out that the latest federal court ruling against J. P. Stevens & Co. noted "grave doubts about the ability of the courts to make the provisions of the federal labor law work in the face of persistent violations."

"The 2nd [U.S.] Circuit Court of Appeals has clearly and unmistakenly called out to us in Congress to deal effectively with those intent on violating the law," Thompson added.

Thompson said that J. P. Stevens and five other companies involved in court struggles over unionization refused to testify at his subcommittee's hearings.

AFGE Rejects Move To Organize Military

The American Federation of Government Employees will not seek to organize and bargain for members of the military services "at any time in the foreseeable future," President Kenneth T. Blaylock said.

Blaylock announced that AFGE locals decisively rejected a proposal to expand the union's organizing efforts to the armed forces.

With each local's per capita vote cast in accordance with the majority decision at membership meetings, the final tally was 151,582 against organizing the military and only 38,764 in favor. Locals participating represented more than 60 percent of the AFGE's membership.

The question put to the locals was: "Should the national president of AFGE be directed to commence organizing and representing members of the uniformed military service?"

The union's executive council voted last May to submit the issue to a referendum and the AFGE's newspaper has carried letters and statements on both sides of the question.

Blaylock saw the result as reflecting a belief that the AFGE should devote its resources to organizing a larger percentage of the federal civilian workforce. The union bargains for 725,000 federal civilian employees but has less than half that number as dues-paying members.

He said, however, that the poll results "should not be misconstrued as a rejection of the idea that military personnel need representation."

Blaylock said "eroding conditions" are making persons in the military services "more militant," and the large number who have asked the AFGE for help is "evidence that the idea of unionized military will not soon be laid to rest."

Despite its decision not to organize the military, Blaylock said, the AFGE will fight legislation that would bar persons in the armed forces from organizing and will challenge the constitutionality of any such restriction enacted into law.

11,000 Nabisco Workers Get Wage, Pension Hike

About 11,000 employees of Nabisco, Inc. won wage improvements totalling $1 an hour under a new two-year agreement negotiated by the Bakery & Confectionery Workers.

The agreement applies to workers at 15 Nabisco production and distribution sites throughout the United States. The employees involved ratified the new contract, which went into effect Sept. 1, by a vote of 3,600 to 40.

The annual hourly increases for all but some 400 maintenance personnel are 50 cents in both years of the agreement, with maintenance crews receiving a 65-cent-an-hour increase yearly.

Nabisco agreed to boost the night shift differential by 2½ cents an hour, bringing the new figure up to 15 cents an hour.

The new contract also provides for expansion of health and welfare benefits and an improvement in vacation eligibility.

Monthly pension payments to retirees will be raised by $125, from $275 to $400.

John Deconcini, executive vice president of the B&C, pointed out that the $125-a-month increase in monthly pensions is far above the largest previous jump, which was $50.

Under the new contract, weekly sick leave benefits climb from $80 to $90, and family coverage for newborn infants will become effective immediately at birth instead of 14 days afterward. Surgery benefits advance from $500 to $600 and maternity benefits from $200 to $300.

Nabisco employees with five years on the job are now entitled to three weeks of paid vacation as opposed to three weeks off after seven years work under the expired agreement. Four weeks of paid leave is now due employees with 15 years of service instead of 17, and the contract grants five weeks of vacation to employees with 20 years seniority instead of 25.

Danger From the Right

THE AMERICAN trade union movement is a prime target of the right wing. That fact should come as no surprise, for the real target of the right wing is democracy. The aim is the destruction of the rights of American citizens to work together for their common good. And of course, that is the essence of democracy.

When the first unions were formed in this country, they were treated as a criminal conspiracy. It was a crime against society—the courts of those days held—for free men to associate together in unions to protect their crafts, their livelihoods and their very lives.

Today, there are some people who seek to destroy the free and democratic labor movement—to label it as a "conspiracy," as if the exercise by workers of their democratic rights is somehow wrong or alien to America.

The civil rights movement—which seeks no more than that granted to every American by the Constitution—met a similar fate for many years. The cooperative farm movement, whereby farmers pool their products together for sales, was also painted with the same brush of hate. Churches, most particularly the Jew and Catholics, have also been attacked.

The organizations formed by wealthy white businessmen in the South to oppose civil rights in the '60s are now deep into a campaign of anti-unionism in that region.

IT IS NOT little old ladies in tennis shoes who are the hate merchants of the '70s. It is slick Madison Avenue types, trained in mass psychology and propaganda techniques, who have a computerized mailing list, a printing press and a government-subsidized mailing permit.

This year, an estimated 150 million letters will be mailed, seeking contributions to fight a host of so-called enemies to the American way of life. Recipients of the letters are told the unions are a conspiracy, that unions want to take over the country. Of course, both statements are flat out lies.

Anti-unionism is a big business today. Uncounted millions are raised—much of it on the pretext of making contributions to conservative candidates pledged to "put labor in its place."

Conservatives and some business leaders, who kid themselves into believing they can use the extreme right wing to weaken and eventually destroy organized labor, are playing a dangerous game. They would do well to remember—as we in labor remember all too well—what happened to the German industrialists who financed Hitler's Nazi movement because it was pledged to destroy the unions.

After turning free unions into a huge, national compulsory company union—called a Labor Front—Hitler pounced on his industrial supporters, incorporated their plants into his totalitarian system, and reduced the former managers to mere office boys.

Their target today is the labor movement. Who will it be tomorrow?

Once the appetite for hate and fear is whetted, it is all-consuming. Because extremism means the destruction of the democratic process, of the orderly course of law, even of the hallowed right of discussion and debate.

—From Labor Day broadcast by AFL-CIO President George Meany.

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No Place to Hide

Multinational Profit Shuffle:

Corporate Shell Game Bilks U.S. Government, Taxpayers

By Gus Tyler

THE GAME THIS CORPORATION played cost Uncle Sam something between $27 million and $52 million a year. When this sum is multiplied by all the big corporations that cut the same caper, the loss runs into several billions.

At first, this corporate ploy looks like just plain inefficiency. A shipping line delivers ore to an American company that overpays for the shipping service by 10 to 30 percent. Sounds like somebody ought to be fired for being stupid, neglectful or dishonest.

The error seems to be compounded when it is discovered that the shipping company is really owned by the mother company that is overpaying its "child." What kind of goofiness is this?

The mess gets messier when we discover that the ore comes from a company that is also a child of the fertile mother corporation.

The whole plot begins to look like a macabre mystery about how a corporation cheats itself.

The Internal Revenue Service, however, has another reading: it says that this was all a maneuver by the mother corporation to conceal some $52 million of taxable corporate income. Here's how it goes:

The United States Steel Corp.—the biggie in the business—owns many businesses around the world. Among these are the Orinoco Mining Co. in Venezuela and the Navios Shipping Co. of Liberia. (The Liberian flag is generally a handy device whereby an American company can sail the seas without paying American wages, abiding by American safety standards, or paying taxes to America.)

In this particular case, the shipping line overcharged U.S. Steel for delivery services. This means that the profits of Navios were inflated and the profits of U.S. Steel were, by the same sum, reduced. In this way, U.S. Steel could report a lower profit to Uncle Sam and thereby avoid paying the corporate income tax on that same sum.

In this shell game—showing low profits where taxes are high and high profits where taxes are low—U.S. Steel is no more deserving of opprobrium than any other of the great multinational corporations. One of the real incentives to set up these global companies is the opportunity to play the game of transfer (or "internal") pricing.

A mother corporation with subsidiaries around the world encourages each subsidiary to charge the other what will work out best for the total corporation on tax day.

If the mother corporation is based in the United States it does not have to pay taxes to Uncle Sam on profits realized overseas unless and until the overseas profits are brought home to mama.

U.S. Steel appealed the decision of the IRS. The court decided that the company did have a bigger taxable income than reported but that the sum was only $27 million instead of $52 million.

Meanwhile the Federal Energy Administration has charged 17 oil companies with playing the same game. Their subsidiaries overseas purchased crude oil and then overcharged the American mother. The cost to the public was $165 million in one year. Since the big profits in overseas income were not taxable by the United States, the American people were losers both as taxpayers and as consumers.

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Labor's Power Used To Help All Workers

While Congress is debating President Carter's labor law reform proposals, you will hear much talk about power.

Yes, labor has gained power in America. We are proud of the way we have used that power—to help people.

Consider what unions have done with their "power":

- **We've obtained laws that help to protect the lives and safety of all workers.**
- **We've seen to it that nearly all workers are covered by unemployment insurance and workers' compensation, so that when they become unemployed or are injured on the job they do not have to go on welfare.**
- **We've supported anti-discrimination laws to protect all workers—black and white, male and female, young and old—from being refused work by employers on account of their race, their sex or their age.**

—From Labor Day Address by AFL-CIO Sec.-Treas. Lane Kirkland.

Conservative Gimmick:

Subminimum Wage Proposal Would Benefit Only Employers

By Bayard Rustin

THE CARTER ADMINISTRATION'S proposal for an increase in the minimum wage, supported by labor, civil rights, and religious groups, is being threatened by a sophisticated conservative and business counterattack. With remarkable audacity and courage, the opponents of the minimum wage are promoting themselves as the protectors of minorities, the poor, and the young. If this seems a strange role for conservatives and business, the protection they offer is even more peculiar. They maintain that low-income workers will be better off if the minimum wage is below the poverty line and if the minimum wage is not protected against inflation.

But the greatest success of the conservative and business interests has been the widespread confusion they have created by the contention that a youth subminimum wage is the way to attack the problems of teenage unemployment.

It is more than a little suspicious when these interests suddenly "discover" high unemployment among young people at precisely the time when a proposal to increase the minimum wage is before the Congress. Of course, their real purpose is to defeat or weaken the minimum wage increase.

Unfortunately, the conservatives have so clouded the issue that even some liberal and moderate Congressmen are leaning toward support of the subminimum proposal. Youth unemployment is indeed a serious problem, but to think that a subminimum wage is the solution is to engage in wishful thinking. Supporting a subminimum wage is a cheap way to demonstrate a "concern" for youth unemployment, without doing anything to make a real impact on the problem.

There simply isn't much evidence that a subminimum wage will decrease teenage unemployment. There are only some exceedingly untrustworthy conjectures and the self-serving speculations of business groups.

On the other hand, there is abundant reason to conclude that a subminimum wage would be a disastrous mistake. The Dept. of Labor has studied the question and found that the general state of the economy is the major factor determining the level of youth employment and unemployment.

When unemployment is high year after year, a lot of young people are going to encounter major difficulties in finding jobs. A subminimum wage will do nothing to create more jobs or to reverse the policies that have produced unemployment, recession and stagnation. The obvious answer that a better performing economy is the most effective instrument to cut joblessness among young workers seems to have escaped the misguided proponents of a youth subminimum wage.

The subminimum wage advocates have been less than candid about the probable effects of their idea. If the subminimum wage does anything at all, it puts older workers out of work. Employers would hire lower-paid teenage workers and fire higher-paid adults, many of whom have families to support. The only beneficiaries from a youth subminimum wage would be the employers who would reap greater profits. A policy that fires fathers in order to employ sons is morally bankrupt and socially disastrous.

YOUNG WORKERS don't need a subminimum wage. They need what other workers need, more jobs at decent wages. This is especially true for young people in the inner cities, who the conservatives would have us believe will benefit from lower wages. Low wage jobs typically provide few marketable skills, no real training, and no opportunities for career development and personal advancement. What is really needed is expanded job training programs, improved education, and meaningful job opportunities, none of which will be achieved by a subminimum wage.

The subminimum wage concept violates the principle that workers should be paid according to their work and not by their personal characteristics. Abandoning this principle could easily have a negative psychological impact on young workers. It would tell them that they are inferior workers. A subminimum wage would undermine the dignity, self-respect, and hope of young workers.

The youth subminimum wage proposal is not motivated by a genuine concern for the well-being of young people. Instead, it is the product of an intense opposition to any measure that is designed to help the disadvantaged and the poor. The United States has benefited immensely from a decent minimum wage. All of us, and particularly young people, will suffer if a subminimum wage is established.

Federalization Urged:

Unemployment Benefit System Needs Top-to-Bottom Overhaul

NEARLY FIVE YEARS of massive joblessness have put the nation's unemployment compensation system to a "serious test" that clearly demonstrates the need for top-to-bottom overhaul of the entire system, James O'Brien, assistant director of the AFL-CIO Dept. of Social Security, declared in a network radio interview.

Even during the depth of the recession, O'Brien stressed, only about half of those looking in vain for jobs had the protection of unemployment insurance. He said that exclusion of large segments of the workforce from coverage, harsh disqualification rulings and uneven eligibility requirements were the main roadblocks. He noted that while the last Congress did approve amendments that will make coverage almost universal, those changes don't take effect until January 1978, even though some 10 million Americans are still jobless.

Questioned by reporters on Labor News Conference, O'Brien said that federalization of the unemployment compensation system, which in effect is 50 different state systems, would be the surest way to make it work as Congress intended. He acknowledged that federalization isn't "coming about overnight," but urged that it be kept as the long-term goal, moving "step by step toward this area."

O'Brien said that the AFL-CIO will continue to press for uniform national policy and federal standards for unemployment insurance. He cited benefit levels, qualification requirements and duration of protection as among the key areas where uniform standards are most needed.

"We think the benefits structure of the present program is inadequate," O'Brien said. "We urge weekly benefits for the individual equal to two-thirds of his or her former weekly wage, with the maximum weekly benefit geared to the state's level of economic activity of at least 75 percent of the statewide average weekly wage."

As for qualifying requirements, there is presently great inequity among the states, he said. Young workers who are irregularly employed generally are not covered because they can't meet the qualifying standards.

Unfortunately, O'Brien observed, the level of interest in improving the unemployment insurance system runs highest when there is an unemployment crisis.

"Many workers are separated from their jobs during periods that are not recessionary," he pointed out, and they need help, regardless of the overall condition of the economy.

He said that "states should provide at least 26 weeks of benefits, and beyond that, a federal program should be in place" to provide extended benefits, retraining, relocation, rehabilitation and job placement for the long-term unemployed, "whether we are in a period of recession or prosperity."

Reporters questioning O'Brien on the AFL-CIO produced public affairs interview were Ben Rathbun of the Bureau of National Affairs and David Prosten of Press Associates, Inc. The program is aired weekly by the Mutual radio network.

By Press Associates, Inc.

PRESIDENT CARTER soon will present his tax reform program to the American people and to the 95th Congress, which will have to act on it.

The daily newspapers already are full of speculation and trial balloons about Administration tax experts struggling to put the finishing touches on the federal tax "reforms." The federal tax system's centerpiece is—and has been since 1913—the income tax. With all its flaws, the income tax performs "rather well," according to Carter's chief tax expert, Treasury Sec. W. Michael Blumenthal.

The biggest problem the tax system rewriters have is that the tax code is 1,100 pages long. Related regulations account for thousands of additional words and the Federal Tax Reporter runs to 14 volumes.

Blumental says that inability to understand what the tax laws are and the widespread belief that "there is money to be made through tax planning and gamesmanship, undermine the confidence and trust that we require for a system based on voluntary compliance."

The Treasury Secretary notes that the United States uses its tax system "to promote many social goals," such as home ownership (the tax deduction allowed for interest payments on mortgages), investment in productive equipment (depreciation allowances), investment in specific industries (the depletion allowance on the extractive industries such as coal, oil and natural gas), environmental improvement and other things.

The big question, as far as working people are concerned, is whether the federal tax system can be reformed in the direction of redistributing income, so that even more social needs can be met. The fact is, according to reputable economists, there has been no progress in this respect in 27 years.

Tax justice, labor believes, could raise billions of dollars in federal revenue for the funding of what labor regards as essential programs of relief for low- and middle-income taxpayers.

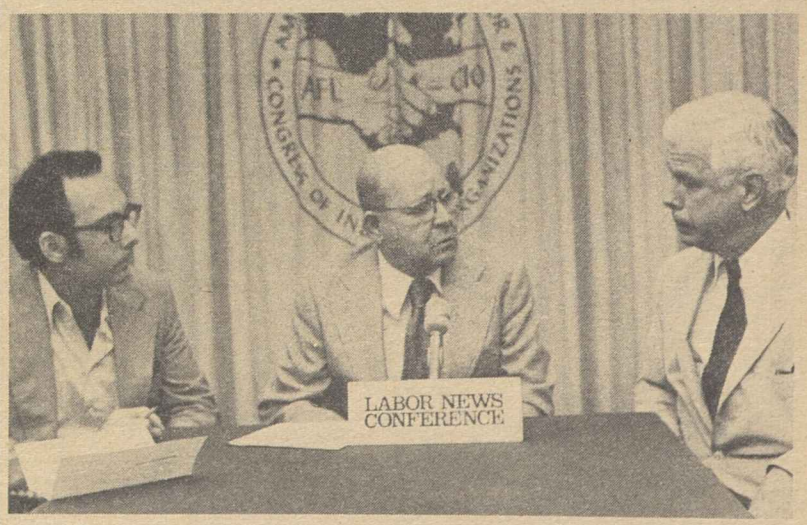
The question then comes down to whether the President's tax "reformers" will come up with proposals that will accomplish this or will simply result in juggling figures around and handing the average taxpayer a simplified tax return form on a pink pastel sheet of paper.

The Census Bureau reports that the top fifth of American families received more than two-fifths of the nation's income as of 1974. The low-income 20 percent of American families got only 5.4 percent of the income. What is incredible is that this maldistribution of the nation's wealth has gone virtually unchanged for the past quarter century.

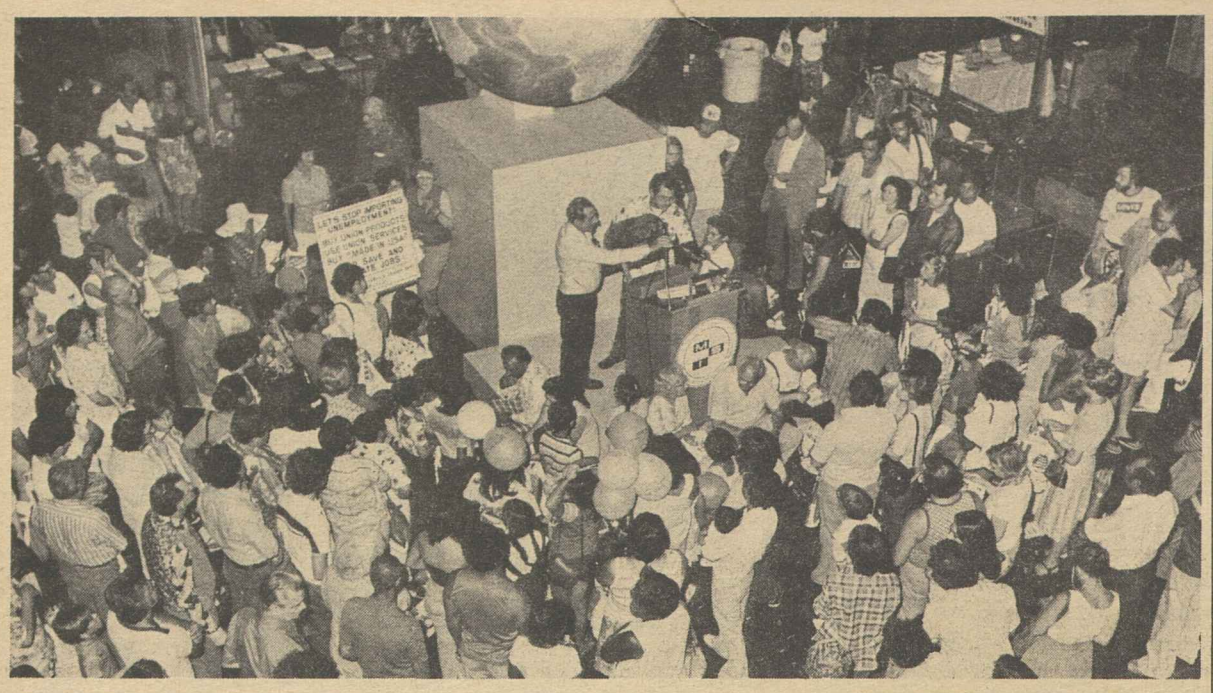
The federal tax system is the most progressive of the tax systems in the United States. But the ability-to-pay principle has been seriously eroded over the years by a variety of deductions and exemptions which favored high-income groups—capital gains, tax-free bonds, income-splitting and so on. The worker's taxes are deducted from the paycheck each week. But the business executives who makes ten times as much as a blue collar worker enjoys an effective tax rate of only about twice as much.

The handouts and subsidies to corporations have been even more scandalous. Since World War II, federal revenues derived from corporate income taxes declined from 34 percent to 14 percent in 1974. The government had to recapture this diminishing revenue somewhere and turned to regressive payroll taxes, which rose from 3.9 percent of federal receipts in 1944 to 30 percent in 1974.

Therein lies the coming battle—who is to pay how much? True reform, in the view of tax experts, would eliminate all the special tax breaks and bring about tax cuts for the majority of the American people while making the wealthy pay something closer to their scheduled tax rate. But corporate and conservative power is now lining up for a dual goal: to increase their subsidies and shift the tax burden to others and, secondly, to win corporate tax cuts, reduce federal revenue and starve social programs.



OVERHAUL OF the nation's unemployment compensation system is urged by James O'Brien, assistant director of the AFL-CIO Dept. of Social Security. He was questioned by David Prosten of Press Associates Inc., left, and Ben Rathbun of the Bureau of National Affairs, right. The program was on Mutual radio.



LABOR DAY FESTIVAL at the California Museum of Science & Industry in Los Angeles featured demonstrations of skills and services of trade union members. The three-day event, sponsored by the Los Angeles County AFL-CIO, was highlighted by a news conference by Gov. Edmund G. Brown, Jr., and Rep. Augustus F. Hawkins (D-Calif.), shown at bottom with William Robertson, executive secretary-treasurer of the county federation, right. Hawkins, center, is cosponsor of the Humphrey-Hawkins Full Employment bill now before Congress.

Sheet Metal Workers' Chief Cites Threat of Non-Union Competition

Los Angeles—A call for adjustment in union outlook and action to keep step with drastically changing conditions in the construction industry was sounded here by President Edward J. Carlough of the Sheet Metal Workers.

Speaking to nearly 500 delegates at the union's annual business agents conference, Carlough warned that if the Sheet Metal Workers were to adopt a stand-pat attitude on many issues involving the construction industry, it would inevitably lose out to the inroads of non-union competition.

"The time for debating change is over in this union," Carlough told the delegates. "The era of 'push-button unionism' is over, and it's not coming back. It's gone, like the nickel Hershey bar and nickel beer."

"Our problem as unionists," he said, "is that we have to live in the jungle of today and adapt to the new conditions."

The Sheet Metal Workers have been urging contractors to become involved in the installation of solar air systems, which use the sun's heat both for the cooling and the heating of residential and commercial buildings. There were complaints from a number of local business agents that many contractors have held back from entering the solar energy field.

W. L. Fillippini, administrator of the joint employer-union National Training Fund, which prepares material both for local apprenticeship and journeyman refresher courses, told the delegates that sheet metal workers are highly qualified for solar air installation work.

Sec.-Treas. David S. Turner assailed the trend towards non-union construction and pledged that the international union would back up every reasonable effort to help preserve sheet metal jobs for union members.

President Robert Georgine of the AFL-CIO Building & Construction Trades Dept. warned the conference that unions are passing through a "credibility crisis" in which it is difficult to reach average people with a serious discussion of complex problems.

"Unions must be prepared to work together," he told the delegates. "A $2 million war chest has been raised by big corporations to fight us and to fight labor law reform."

Georgine charged that labor in America is "faced with a conspiracy of multi-million dollar corporations which have found ways to frustrate unions, undermining the gains of the past few years and forcing contractors to go non-union."

Against this, he added, unions will have to study carefully alternative ways of meeting the challenge of regrouping their forces to achieve future progress.

Support for Taiwan Affirmed by AFL-CIO

Taipei, Taiwan—AFL-CIO Vice President Martin J. Ward told the Taiwan Provincial Federation of Labor here that "the process of 'normalization' with the People's Republic of China should never be at the expense, or to the detriment, of the people of Taiwan."

Ward added that "in the end you will find the labor movement and the workers of America standing alongside their brothers and sisters of Taiwan."

Accompanying Ward as members of the AFL-CIO delegation visiting the Taiwan federation's convention were Vice President Joseph P. Tonelli and James Ellenberger of the Dept. of International Affairs.

In his address, Ward cited the American labor movement's historic commitment to "the cause of human freedom and to defend the rights of free and independent organizations of workers." American labor's support for Taiwan, he stressed, is an outgrowth of this commitment.

"The best, the most accurate, and the clearest test of human rights is the existence of a free and independent labor movement," Ward said. "Wherever you find workers able to form and control their own organizations, able to represent the economic, social, and political interests of their fellow workers, able to operate their unions without fear of repression and outside control . . . you will find freedom and democracy."

Ward told the group that the attainment of progress and improved living standards in the less developed nations can only come through democracy and the development of strong labor movements.

He pointed out that people are struggling for basic human rights in countries like Uganda, Chile and South Africa as well as in the Communist world.

He noted that the federation "has continually reminded the government of the United States and the people of the free world of the repressive and tyrannical nature of the Chinese Communist dictatorship."

Ward quoted AFL-CIO President George Meany's declaration that "a threat to the freedom of workers anywhere, is a threat to the freedom of the American worker."

Overall Rate Jumps to 7.1%:

Rise in Joblessness Hits Blacks Hardest

(Continued from Page 1)

the Youth Adult Conservation Corps. Modeled after the highly successful Civilian Conservation Corps of the 1930s, the new organization will offer jobs and training to more than 22,000 youths at a time in camps run by the Forest Service and National Park Service, Marshall said.

Underscoring the need for direct job-creation programs, the Labor Dept. announced the renewal of "extended" jobless benefits for about 200,000 workers in 37 states and the District of Columbia as the national rate of insured joblessness climbed back above 4.5 percent. The extended benefits program provides an additional 13 weeks of unemployment insurance benefits to workers who have exhausted regular state benefit programs.

President Carter, reacting to the "rather astounding jump" in the black unemployment rate in August, directed Marshall and Chairman Charles L. Schultze of the President's Council of Economic Advisers to complete a crash study of minority joblessness and report their findings to him before a meeting Carter had scheduled with the congressional Black Caucus this week.

The nation's stagnant overall jobless rate—it has improved little since January—does not reveal the full story of unemployment in America, Meany declared.

"When those too discouraged to look for jobs are counted, and when the 3.1 million who are forced to work part-time because full-time jobs are not available are factored in, the true unemployment rate is 9.8 percent," Meany said.

Assessments of the present state of the economy generally pointed to further troubles ahead unless additional government actions are taken. Even before the latest unemployment statistics were announced, Meany said that the economy is "quite sluggish, and nothing is being done to give it a boost." After the figures were released, the White House conceded that the economy is in a "temporary lull."

Julius Shiskin, Commissioner of Labor Statistics, told a congressional Joint Economic Committee hearing that the current slowdown in the job market is characteristic of a slowdown in economic growth such as the nation is now experiencing. He noted recent declines in retail sales, a buildup in inventories, and the third straight month of decline in the Commerce Dept.'s index of leading economic indicators.

While it is too early to say the economy is in trouble, Shiskin said if the present trend "persists many more months, I think we'll have a real problem on our hands."

The number of unemployed workers rose by 182,000 to 6,926,000, seasonally adjusted, last month as the increase in the number of jobs was not enough to keep up with the increase in the size of the labor force. Total employment rose 210,000 to 90,771,000, but the labor force climbed by 392,000 to 97,697,000 over the month after declining 236,000 in July.

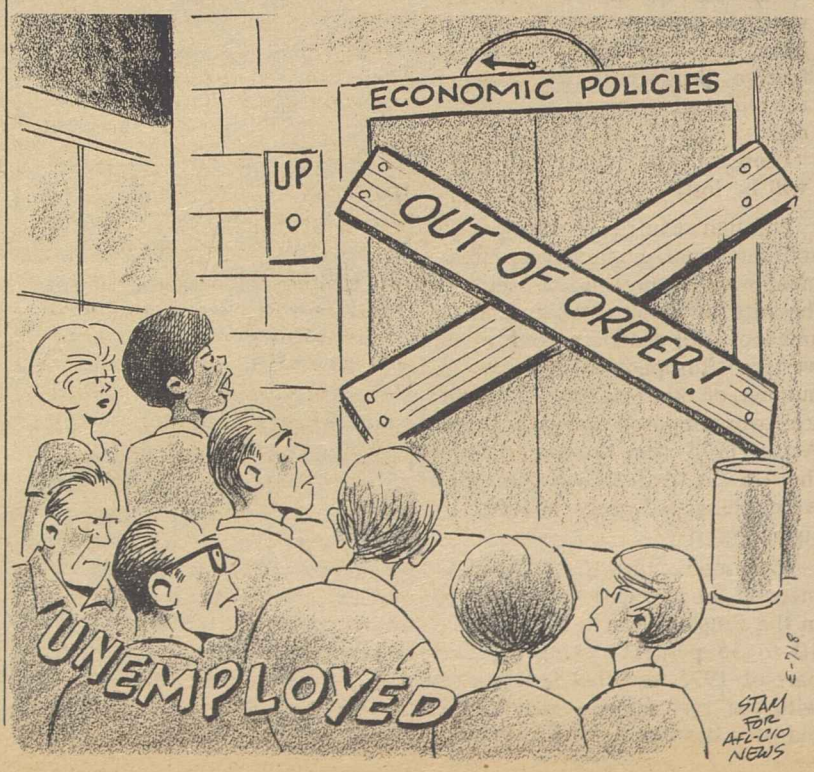
Although the increase in unemployment last month was concentrated among blacks, none of the major worker categories fared well, BLS reported. The jobless rate for adult men rose from 5.1 to 5.2 percent while the rate for adult women went up from 6.9 to 7.1 percent. Full-time workers saw their rate rise from 6.5 to 6.8 percent.

Jobless rates were up for both black men and women while the rate for black teenagers approximated July's "extremely high" level, BLS said. The rate for black men, 20 years and over, rose from 10.1 to 11.7 percent. For black women in the same age bracket, the rate went from 10.9 to 12.2 percent. Black workers of both sexes, ages 16 to 19, had a jobless rate of 40.4 percent, compared to 40.7 percent in July.

By contrast, the jobless rate for whites remained unchanged at 6.1 percent last month.

The report on August employment and unemployment also revealed other weaknesses in the economy:

- The average workweek, a yardstick of economic output, declined for the third straight month. Workers on nonfarm payrolls averaged 36 hours a week, compared to 36.1 hours in July.
- Virtually all of the increase in the number of unemployed workers last month occurred among persons losing their jobs. Their proportion of the jobless total rose in August for the second consecutive month, BLS said. There were only small increases in unemployment due to workers voluntarily leaving their jobs, seeking first jobs or re-entering the labor force.
- While the service-producing sector of the economy registered particularly strong gains in employment, the goods-producing sector suffered a setback for the first time since last October, declining by more than 100,000 jobs.



Union-Negotiated Plans:

More Workers Exercising Option of Early Retirement

There can be no doubt that American workers are on their way to shorter working careers, AFL-CIO Economist John Zalusky points out in the current issue of the American Federationist, the AFL-CIO's monthly magazine.

Paid holidays, vacations and a variety of other days off with pay now shave an average of five weeks from their working careers each year, he notes. Leading the way to shorter work years are early retirement plans negotiated for union workers.

Age 65 is no longer the normal retirement age in America, Zalusky observes. Most workers are retiring much earlier. And, because of the early retirement option included in many union contracts, a much higher proportion of organized workers is retiring earlier than those in the general population.

The dramatic increase in the number of early retirees is reflected in the fact that 32 percent of the labor force in the 62-64 age group is now retired and drawing social security benefits, compared with only 8.6 percent in this category 16 years ago.

As a vehicle to meet the special problems associated with job loss or marginal health problems, early retirement with reduced benefits has been around for some time. Nearly all union negotiated pension plans contain some form of early retirement provision allowing workers to retire early at a reduced benefit.

The most common requirements for early retirement are 10 years of service and age between 55 and 60. Zalusky, who specializes in collective bargaining issues for the AFL-CIO's Dept. of Research, notes there are a number of variations regarding both age and years of service, however.

For example, the General Foods agreement with the Meat Cutters has no service requirement and permits early retirement at age 55. However, benefits available to the worker with less than 15 years of service are severely reduced. The option is available to those in marginal health.

To meet the needs created by the gap in post-retirement income, many unions began to negotiate special early retirement provisions in the 1960s and early 1970s. The growth in these plans has been dramatic, Zalusky observes.

In an analysis of changes in major retirement plans between 1970 and 1974, he notes, the Labor Dept. reported nearly 20 percent of these plans contained special early retirement provisions and these were almost all negotiated plans.

The Steelworkers pension agreement with U.S. Steel is representative of industry agreements on early retirement, Zalusky says. "These pension plans are particularly interesting because they relate early retirement, supplemental unemployment and other programs with the whole problem of worker income and job security," he writes in the Federationist article.

In the Steelworkers pact, "normal retirement" age is defined as age 62 with 15 years service or 30 years regardless of age. By common definition, this "normal retirement" is early retirement, yet the agreement provides for even earlier options.

The 1977 USWA negotiations with the basic steel industry resulted in a new "rule of 65" designed to meet the income security needs of Steelworkers in addition to the older "rule of 70" and "rule of 80" plans. The rule of 65 retirement plan allows Steelworkers with 20 or more years of service on the last day worked to retire when confronted with loss of their jobs or if they are disabled.

Of the 340,000 workers under these agreements, about 140,000 have more than 20 years service. Under the rule of 65 plan, workers with 20 or more years of service (20 years service plus age equals 65) who are affected by a plant shutdown, extended layoff, or disability are entitled to normal retirement benefits plus a $300 supplement.

Continuing inflation has spurred union negotiators to bargain for contract clauses that would adjust pensions automatically for higher living costs. The pensions of federal government employees already contain such a clause but the concept has been relatively slow in its adoption by the private sector.

"For early retirement to be a meaningful option, purchasing power must be secured against the damaging effects of inflation and to insure that the retiree shares equitably in our increasing national wealth through productivity," Zalusky declares.

"It is a cruel hoax for a worker to voluntarily retire early, expecting to enjoy the gains of his previous efforts, only to have those gains slowly eaten away by inflation."

LABOR SECRETARY Ray Marshall, reviewing Administration achievements and disappointments at a meeting with labor editors, gives his prognosis on proposed legislation. Marshall told members of the International Labor Press Association he thought labor law reform and a higher minimum wage would clear Congress but not without a battle from business elements.

Marshall Sees Passage Of Labor Law Reform

Labor Sec. Ray Marshall told a group of labor editors that Administration and union-supported labor law reform legislation will be approved by the 95th Congress "if we can continue to avoid highly emotional issues."

Marshall, meeting with members of the International Labor Press Association at the Labor Dept., predicted passage of the reform bill because "anti-union forces will find it very difficult to fight" the legislation.

The Labor Secretary said the legislation is designed to renew the basic purpose of the National Labor Relations Act, which says workers have a right, by law, to join unions of their own choosing and bargain collectively with their employers.

The nation's basic labor law has become ineffective, Marshall said, because of "legal gimmickry." He said penalties in the existing law are "meaningless" for "someone intent on violating the law."

Marshall also explained in detail what he is trying to do about continuing massive unemployment. He said he wants to make public service employment a "cornerstone of public policy" because he is "absolutely convinced" that shifts in fiscal and monetary policy by the federal government will not create full employment.

Marshall reiterated his opposition to a subminimum wage for youth as proposed by business groups but predicted there will still be a major battle in Congress over it. He also expects a fight over the idea of "indexing" which would raise the minimum in the future without having to seek legislated increases. Neither house has yet approved the Administration-backed $2.65 minimum. The indexing proposal would raise the minimum to 53 percent of manufacturing wages in the future.

The Secretary said the proper way to deal with youth unemployment is for the federal government to provide temporary jobs at or above the minimum wage and to train youths for private industry jobs when the economy improves.

Marshall also commented on the problem of illegal aliens, international trade, job discrimination, black youth unemployment, the Occupational Safety Health Administration, the federal pension reform law, the federal contract compliance law and other regulatory laws administered by the Labor Dept. "to protect and promote the interests of U.S. workers."

He said it is absolutely essential for working people to complain to the government when such laws and regulations are not enforced because the Labor Dept. does not have enough personnel to police the entire economy.

McBride Asks Extension Of Steel Import Quotas

Washington, D.C.—Workers in the American specialty steel industry "have been seriously injured by imports and continue to be seriously injured," President Lloyd McBride of the Steelworkers said in urging the Carter Administration to keep restraints on specialty steel imports.

McBride made his plea for continued quotas on such imports in testimony before the International Trade Commission. The ITC, at President Carter's request, is reviewing the restraints imposed on June 14, 1976, for a three-year period by President Ford.

The USWA president urged the ITC to allow the import restraint program "to work, and thereby keep our members at work." There are some 65,000 workers employed in the specialty steel industry, he said.

"If the quotas are relaxed now, imports will once again flood the American market as foreign producers export their unemployment along with specialty steel," McBride said. "Thousands of American jobs will be lost."

Through an intricate set of quotas and an orderly marketing agreement with Japan, the U.S. controls the rate of shipments of stainless and tool steel products from Japan, western Europe, Sweden and a number of other nations. The controls were imposed under the Trade Act of 1974 after the industry and the USWA had shown that they were being adversely affected by such imports.

McBride recalled that unemployment in the specialty steel industry in the Pittsburgh area ranged from 10 to 35 percent during the first part of 1975 and that today, even with the restraints in effect, "this industry has not yet fully recuperated from the unremitting assault of imports."

He said that "even if adjustments for productivity gains are taken into account, the employment statistics of this industry still reflect the serious erosion incurred as a result of imports."

He said proof that workers in the specialty steel industry continue to be injured by imports is shown by the record of trade adjustment assistance since the ITC recommended the import restraints. From January 1976 through June 1977, he noted, the Labor Dept. acted on petitions affecting 9,594 workers and 76 percent of them were certified as eligible for assistance because imports had contributed importantly to the loss of their jobs.

McBride said that the recommendation on retention of the restraints that the ITC will make to the President "will affect the lives of thousands of workers in cities like Pittsburgh and towns like Dunkirk, N.Y., and Louisville, Ohio."

"The report you issue will determine whether there will be work performed and paychecks received," he said. "Moreover, it will affect not only the men and women who work in specialty steel plants but perhaps equally significant the communities where they live, for without employment there will be no one to spend money in the grocery and clothing stores which are dependent on their customers for their livelihood."

Schedule for September At Labor Studies Center

The George Meany Center for Labor Studies opens a busy academic year Sept. 11 with a multi-union institute on issues and trends in grievance arbitration.

The September schedule at the Silver Spring, Md. campus:

Grievance Arbitration: Issues and Trends—A one-week institute on such topics as contract interpretation, management rights, discipline and discharge, seniority, expedited arbitration, wage cases and duty of fair representation. From 4 p.m. Sunday, Sept. 11, to Friday, Sept. 16.

Fire Fighters—A four-day program on collective bargaining and arbitration for municipal fire fighters from Pennsylvania, Maryland, D.C., West Virginia and Virginia. From 4 p.m. Sunday, Sept. 18, through Thursday, September 22.

Professional Employees—A joint program of the International Labor Press Association and the Council for Professional Employees on how editors and public relations directors can organize and service the new union members who are professionals. From 4 p.m. Sunday, Sept. 25, through Tuesday, Sept. 27.

Postal Workers—A three-day program on arbitration for staff members of the American Postal Workers Union. From 4 p.m. Sunday, Sept. 25, to Wednesday, Sept. 28.

Air Traffic Controllers—A one-week program for local representatives of the Professional Air Traffic Controllers Organization on how to represent members under the PATCO contract with the Federal Aviation Administration. From 4 p.m. Sunday, Sept. 25, to Friday, Sept. 30.

Information on these or other labor studies programs may be obtained from Fred K. Hoehler, Jr., director, George Meany Center for Labor Studies, 10000 New Hampshire Avenue, Silver Spring, Md. 20903. Phone 301/431-6400.

10-Cent COL Rise Paid in Aluminum

Pittsburgh—A 10-cent hourly pay adjustment under the cost-of-living provision in the Steelworkers' new contracts with four major aluminum companies went into effect on Sept. 5 for some 30,000 USWA members, Steelworkers President Lloyd McBride announced.

The adjustment is calculated at the rate of a one-cent-an-hour increase for each rise of three-tenths of a point in the consumer price index. The workers are employed by Aluminum Co. of America, Reynolds Metals, Kaiser Aluminum, and Conalco, Inc.

World Textile Unions:

Stevens Workers Win Global Support

(Continued from Page 1)

been pledged last year at the world congress of the International Textile, Garment & Leather Workers Federation, the latest expression of global support for the Stevens workers was significant for its concreteness.

W. A. Hughes, general secretary of the Australian Textile Workers' Union, told newsmen his union would call on its affiliates for help in seeing that goods made by Stevens in America or at any of its offshore operations are stopped from entering Australia. This, despite the fact that the Australian Textile Workers has had no problem with the giant firm.

Hughes said that what he had learned at the Washington conference about the Stevens way of operating its mills and denying workers their rights in the United States amounts to "an indictment of the whole industrial system in America."

Other foreign trade union leaders at the press conference told of their amazement upon learning of Stevens's relations with its work force and promised to do their utmost to bring the dispute to a successful conclusion.

ACTWU President Murray H. Finley said that the international solidarity means that "we're letting Stevens know that wherever they sell products, the AFL-CIO, our union and other labor groups are going to be there to tell workers and the public about the struggle for justice for Stevens workers in the United States. Whether it's the consumer in Wellington, Mexico City or New York, we're going to carry their story to him."

Participating in the international conference on coordinated action against Stevens were Hughes; Francis Desrousseaux, general secretary of the Federation Force Ouvriere des Textiles de France; Tadanobu Usami, president of the Japanese Clothing & Textile Workers and a vice president of the International Textile, Garment & Leather Workers' Federation; Charles Ford, ITGLWF general secretary; Lou Armitage, secretary and treasurer of the New Zealand Federated Woolen Mills, Carpet & Hosiery Workers; F. B. Thorn, general secretary of the New Zealand Federated Clothing Trade Employees' Industrial Association of Workers; Raymundo Baldamis, coordinator of national and local unions for Mexico's Sindicato de Trabajadores de la Industria Textil y Similares, and Samuel Fox and Charles Clark, ACTWU vice presidents from Canada.

"The J. P. Stevens Co.'s brutality toward its employees, as described and documented by our American trade union colleagues, is a painful revelation," the international trade union leaders said in their statement. "Such behavior should not be permitted anywhere." They characterized Stevens's treatment of its employees in the United States as "disgraceful oppression."

Rejecting any suggestion that the matter concerned only the American trade union movement, they declared: "It is both proper and necessary, in our view, that multinational corporations be dealt with on a multinational, coordinated basis by the unions in each country that represent the workers in those corporations. . . .

"Injury to workers is our concern wherever, whenever, and however it takes place. We will stand by our fellow workers at J. P. Stevens until their employer agrees to conduct its affairs within the law."

In citing Stevens for contempt, the U.S. Court of Appeals for the Second Circuit asserted that "we do not take lightly the flouting of our orders, not once but twice. Nor can we view with equanimity the refusal of a large employer to abide by the law of the land and refrain from interfering with the rights of its employees."

The contempt motion had been requested by the National Labor Relations Board because of Stevens's persistent illegal conduct in thwarting organizing efforts by its employees and ACTWU. The NLRB recommended a compliance fine of $120,000 for each future violation and a fine of $5,000 a day while a violation continues.

ACTWU's national boycott of Stevens products, launched nearly a year ago, has proved "very effective," Finley told newsmen, and international solidarity can only enhance it.

While the total volume of Stevens's offshore sales of domestically produced goods is small, about 5 percent, its interests in joint ventures or in wholly-owned operations abroad would raise the total foreign sales to between 9 and 10 percent, "not an insignificant volume," Finley observed. Consumer resistance to Stevens products throughout the world could further dampen the company's already declining profitability, he said.

INTERNATIONAL SOLIDARITY was pledged J. P. Stevens & Co. workers in their struggle for economic justice by leaders of various free world trade unions. Murray Finley, president of the Clothing & Textile Workers, told a press conference that with the added international support he was confident the struggle would be "swiftly brought to a successful conclusion." ACTWU has mounted a national boycott to force Stevens to deal fairly with its employees.

Histadrut Leader Cites Challenge For Labor as Opposition Force

For the first time since the founding of the State of Israel, the nation's labor federation, Histadrut, is now in opposition to the government.

Six weeks after Menahem Begin's right-wing Likud Party and some smaller parties formed a coalition to take over the government, the ousted Labor Party won a resounding victory in the Histadrut elections which parallel the nation's political structure.

Yeruham Meshel, secretary-general of Histadrut, was invited by AFL-CIO President George Meany to meet with the federation's Executive Council at its summer meeting here and explain the changed status in Israel with labor in an opposition role.

Meshel also met with a group of trade union editors, discussing both the national and Histadrut elections and the problems now faced by the labor movement of his country.

He told the editors that the Labor Party supporters had three to four weeks "to change the minds of many of our members who had obviously voted for Likud." He said he had considerable assistance from former Prime Minister Golda Meir.

"We had to convince our members that big business will now be the government," Meshel said. He added that on the trade union front, organized labor would be in confrontation with the government on a number of issues. He cited these points:

- Begin endorsed a policy of controlled unemployment rather than full employment.
- Begin favored removing subsidies from food, hitting hard the poorer part of society.
- The Begin administration would turn over to private enterprise state-owned industries such as potash, electric utilities and petrochemicals.
- The government would try to force Histadrut to sell its own industries.
- Begin also favored taking both the pension fund and health service from Histadrut.
- Begin endorsed the concept of compulsory arbitration for essential services.

Meshel explained that the latter position would affect 165,000 workers in such areas as transportation, communications, maritime and even bakery workers. The Histadrut leader said that in his discussions with U.S. Labor Sec. Ray Marshall, both agreed that compulsory arbitration is against the principles of collective bargaining and it doesn't work.

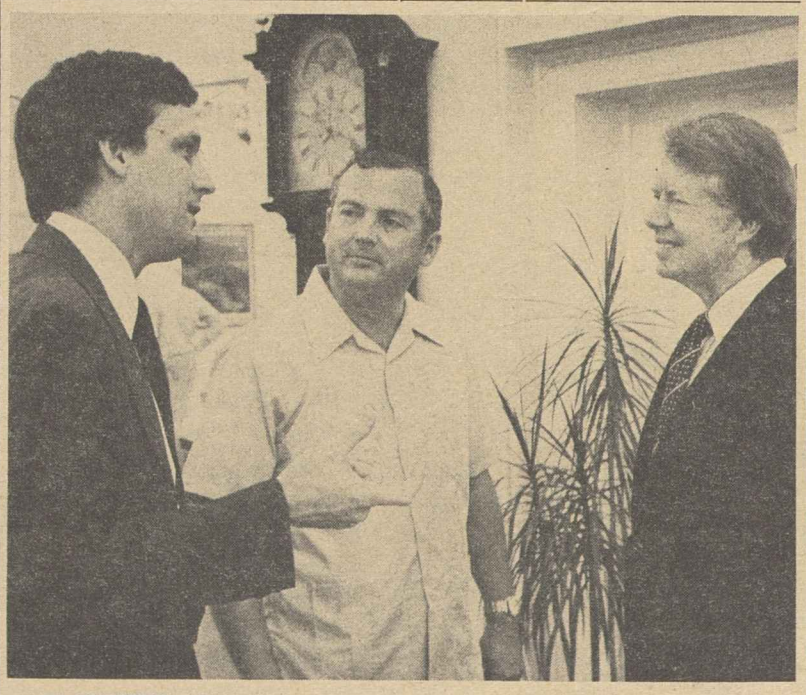
When the Likud program was explained to Histadrut's members, Meshel continued, they listened and "in the election many Likud members voted for the Labor Party rather than their own party." Hundreds of men, women and youngsters worked long hours carrying the Labor message.

Meshel stressed that he supports Begin's quest for peace with the surrounding Arab countries.

"I believe that Histadrut can show a new, modern style of life to Arab workers," he said. "And this is what frightens the feudal regimes in the Arab countries."

Meshel also stressed the need for face-to-face meetings between Israel and its neighbors if lasting peace is to be achieved.

"I won't sign a contract without sitting at the same table with the employer," Meshel said. "The same holds true for agreements between nations." **(PAI)**



AT WHITE HOUSE MEETING, President Carter discusses labor protection provisions of the Panama Canal treaty with Capt. John R. Williams, union representative of the canal pilots, who are members of the Masters, Mates & Pilots. A White House aide, Landon Butler, is at left.

House Showdown Nears On Minimum Wage Bill

(Continued from Page 1)

The indexing concept, strongly supported by the Coalition for a Fair Minimum Wage and the AFL-CIO, will be one of the key issues when the House takes up the bill on Sept. 15th. It was an essential ingredient of the compromise agreed to by President Carter and the minimum wage coalition.

Within the Senate subcommittee, Sen. Jacob K. Javits (R-N.Y.) sought to substitute a flat dollar increase that would have raised the minimum to $3 in the second year and to $3.25 in the third year. But it was voted down and the panel's Republicans then joined in voting to advance the legislation to the full Human Resources Committee.

The subcommittee also decided to leave up to the full committee the controversial tip credit issue. In the House version, an employer would only be able to apply $1 of the tips a customer gives to his employees to reduce the minimum wage he is required to pay. Present law allows a 50 percent tip credit.

Neither bill allows a lower minimum wage for young workers—a perennial goal that employer groups try to get written into law.

Labor and its allies in the minimum wage coalition strongly oppose a subminimum youth wage, as does the Carter Administration.

The House originally had been scheduled to take up the minimum wage bill before the August recess of Congress and the legislation, in fact, was called up for the start of debate.

But opponents used an assortment of delaying tactics to put off a vote and House leaders were forced to reschedule the bill.

Before taking up the minimum wage bill, the House was to complete action on an updated budget resolution which sets still-tentative limits on various categories of appropriations.

In shaping its figures, the House Budget Committee made a number of "major economic assumptions" that affect government spending.

It forecast an unemployment rate of 6.8 percent by the end of this year, dropping to 6.2 percent by the end of 1978.

Consumer price increases, it predicted, would average 6.7 percent in 1977 and 5.4 percent next year.

And it saw the nation's Gross National Product rising 6 percent from the fourth quarter of last year to the fourth quarter of this year, but only 4.7 percent for the following 12-month interval.

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House Boosts Wage Floor, But Scuttles Indexing Plan

Labor Hits Bid to Raise Fuel Prices

The AFL-CIO is still firmly opposed to using higher prices to achieve energy conservation, Legislative Director Andrew J. Biemiller testified.

He told the Senate Finance Committee that the "oil equalization" tax sought by the Carter Administration would add at least 5 cents a gallon to fuel prices and fatten the already high profits of oil companies.

The intent of the tax, accompanied by a lifting of price ceilings on oil from U.S. wells, is to raise the price of domestic oil to the "world price" set by the oil exporting nations.

Biemiller also opposed a new business energy investment tax credit, the repeal of the present individual income tax deduction allowed for state gasoline taxes and the "standby" gasoline tax that the Carter Administration sought but the House rejected.

While the House dealt with energy issues in a single omnibus bill, the Senate is dealing separately with the major components.

Thus, while Biemiller was testifying on tax-related issues before the Finance Committee, the Senate's Energy Committee was deadlocked over natural gas price regulation and a bill dealing with energy conservation standards was on the Senate floor. The previous week, the Senate passed a bill to prod large industries, utilities and hospitals to convert from oil and na-

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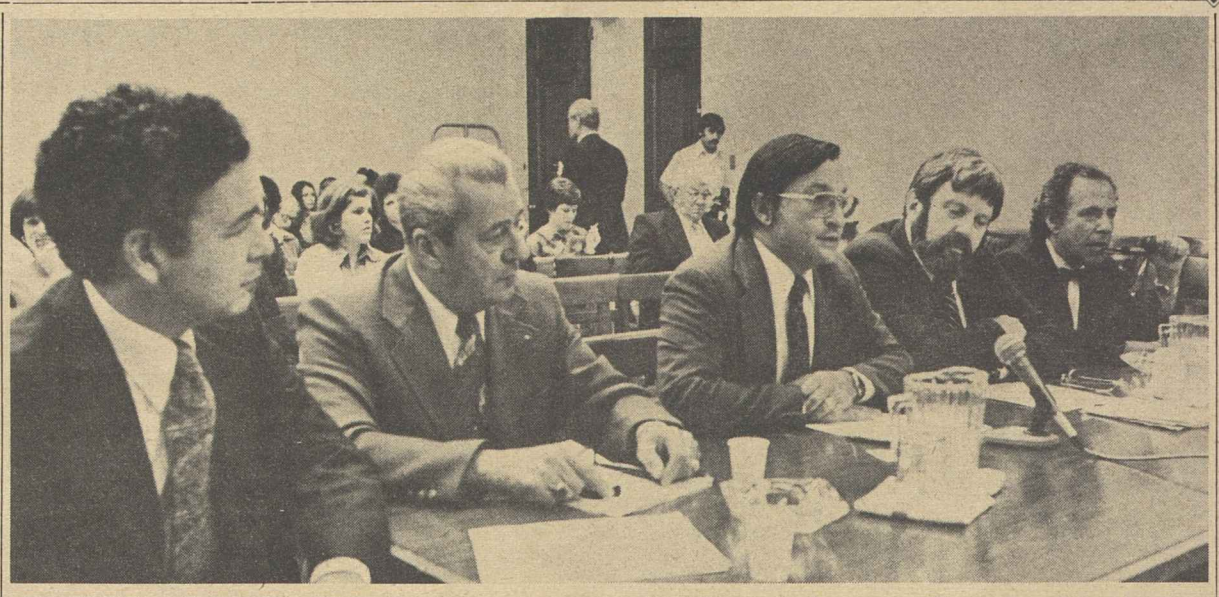


ENTERTAINMENT UNIONS pressed their case for labor law changes at House hearings. At the witness table, from left: Ronald Rosenberg, an attorney for the Musicians; Musicians President Hal C. Davis; Jack Golodner, executive secretary of the Council of AFL-CIO Unions for Professional Employees; Actors' Equity President Theodore Bikel, and Jerome B. Lurie, Equity attorney.

Another Darlington:

Anti-Union Pattern Goes Coast-to-Coast

The enforcement machinery of the National Labor Relations Act doesn't work any better in Los Angeles than in Darlington, S.C., a House subcommittee discovered during hearings on labor law reform.

The Darlington case, now more than 21 years old, has repeatedly been cited as a classic of union-busting. In order to "chill" a union organizing drive, a textile chain closed down a plant where workers voted for union representation. And after two decades of NLRB and court proceedings, the surviving workers have not yet received any compensation.

In Los Angeles, the Ladies' Garment Workers conducted a successful organizing campaign at Jean Pier, a sportswer sewing contractor. Workers voted 68-15 for the union two years ago, despite employer threats.

But the firm had prepared for the election by starting up a new shop in a different location. And the day after the election, it closed down the plant that had voted union and fired all the workers.

Max Zimny, general counsel of the ILGWU, told the subcommittee that "it will probably be about a year before the NLRB decides the case and additional years before a favorable decision is enforced by the court."

By that time, he suggested, "it will constitute a post mortem gesture to the guarantees of federal law."

If the labor law reform bill had been in effect two years ago, Zimny testified, rapid injunctive relief could have kept the employer from shutting down the plant and firing the workers. In fact, he suggested, the stiffer penalties for unfair labor practices would probably have resulted in the employer complying with the law in the first place.

As the subcommittee concluded its hearings, it heard of the special labor law problems of entertainment unions and received a strong endorsement of the reform bill from women's rights organizations.

(Continued on Page 5)

Curb Ordered On Exposure To Pesticide

The Occupational Safety & Health Administration ordered an immediate clamp-down on worker exposure to the pesticide DBCP.

Two other federal agencies—the Food & Drug Administration and the Environmental Protection Agency—joined in the effort to safeguard production workers, farm workers and the public from the serious health hazards of the chemical.

DBCP, or dibromochloropropane, has been traced to a number of cases of sterility among male DBCP production workers. It also is a known cancer agent, based on laboratory animal studies.

Effective Sept. 9, an OSHA emergency temporary standard limits workers' exposure to 10 parts

(Continued on Page 2)

Meany Vows Firm Fight In Senate

By David L. Perlman

Labor and its allies in the minimum wage coalition looked to the Senate to restore a key escalator provision to a House-passed bill that would raise the wage floor from the present $2.30 an hour to $2.65 in January and, in two more steps, to $3.05.

The House deleted, on a key 223-193 vote, an innovative indexing mechanism that would have brought the pay floor up to 53 percent of the average factory hourly wage—and kept it at that ratio through automatic adjustments each year.

But it rejected, by a one-vote margin, an attempt to impose a subminimum youth wage—an action that the minimum wage coalition warned would lead to the firing of older workers and exploitation of teenagers.

AFL-CIO President George Meany said the first-year increase to $2.65 an hour—the same figure as in the bill supported by the Administration and the minimum wage coalition—will mean a better income for the working poor and will pump needed spending power into the economy during 1978.

But the House action in scrapping the index to factory wages will keep the working poor below the family poverty level, he said.

Just a day before the House action, the Senate Human Resources Committee approved a minimum wage bill which includes the index to factory wages and also a tip credit phaseout similar to a union-supported section of the House bill

(Continued on Page 3)

Carter Pledges Action On New Postal Policy

By James M. Shevis

President Carter told leaders of postal workers and supervisors he will do all he can to make the U.S. Postal Service more accountable to the American public.

In a 30-minute White House session, the President told the group he is now "directly involved" in drafting his postal policy which will be announced soon and that he favors strengthening USPS's board of governors to make the Postal Service more responsible to postal users.

Carter's position reaffirms his campaign pledges last fall and parallels that of the postal unions and the AFL-CIO, which favor continuation of the board only if it is reconstituted as a tripartite body representative of postal workers, mail users, and the general public.

During his campaign, Carter said he would take steps to improve the Postal Service's efficiency and would support legislation to make the Postmaster General a presidential appointee. Under the Postal Reorganization Act of 1970, Congress took away the right of Presidents to name the Postmaster General and gave that responsibility to the board of governors.

While the board is appointed by Presidents under staggered terms,

(Continued on Page 12)

Sen. Humphrey Heads Coalition for Job Justice

Sen. Hubert H. Humphrey has agreed to serve as chairman of Americans for Justice on the Job, a broad-based coalition formed to support the Administration's labor law reform bill.

From Minnesota, where he has been undergoing cancer-retarding treatment, Humphrey sent word that he is honored to head the new organization.

He sees the labor law reform issue as involving "human rights" and not just "legal rights." The outcome of the legislative battle, Humphrey said, "will affect millions of workers who have been denied the opportunity to be represented by a union."

The National Labor Relations Act was intended by Congress as a protection of worker rights. But because its remedies are so weak, Humphrey said, the protections too often amount to "paper promises."

The Americans for Justice coalition includes leaders of the civil rights and women's rights movements, consumer and senior citizen organizations, prominent cler-

(Continued on Page 4)

Labor Scores Plan to Boost Fuel Prices

(Continued from Page 1)

tural gas to coal or other less-scarce fuels.

Biemiller said the flat ban voted by the Senate on "gas-guzzler" cars starting with the 1980 model year was clearly superior to the "gas guzzler tax" which the AFL-CIO opposes.

On other tax issues, Biemiller urged the Senate committee to approve tax credits of a portion of money spent by individuals on home insulation and other energy conservation measures. He also backed low-interest loans to help lower-income families make energy-conserving home improvements.

But while supporting measures to make it easier for individuals and families to conserve fuel, Biemiller said it is both unfair and largely futile to inflate energy prices to encourage conservation.

The massive increase in energy costs in recent years has contributed to massive unemployment and a worldwide recession, Biemiller noted. "But the use of energy today is higher than ever."

Before Biemiller testified, former Vice President Nelson Rockefeller came before the committee to renew a proposal he had made two years ago for creation of an Energy Development Corp. with a 10-year budget of $100 billion to help develop new domestic sources of energy.

Biemiller praised the concept when his turn came to testify, and Committee Chairman Russell Long (D-La.) agreed that it had "a tremendous amount of merit."

Meanwhile, the Senate Energy Committee deadlocked 9-9 over whether to continue controls on natural gas prices, as the Administration and labor urge, or to lift all price ceilings.

The committee agreed to put the issue before the full Senate without a recommendation.

Committee Chairman Henry M. Jackson (D-Wash.) supports continued price regulation. But he predicted a "tough" fight on the issue.

'It Needs a Good Tuneup!'

Pilots Warn of Hazard In Airline Deregulation

Deregulation of America's airlines would endanger the safety of passengers, the Air Line Pilots warned.

Current proposals to relieve the government of its responsibilities to regulate public air transportation would mean that an already overburdened Federal Aviation Administration would be unable to assure the safety of new air carriers entering the market, ALPA President John J. O'Donnell told Congress.

O'Donnell told a House Government Operations subcommittee that if the present regulatory framework is modified to place more demands on the FAA, "one can only conclude that a serious degradation of safety is inevitable."

The subcommittee, which has oversight jurisdiction over the FAA, is holding hearings on deregulation legislative proposals introduced by Sens. Edward M. Kennedy (D-Mass.) and Howard W. Cannon (D-Nev.) The FAA is the government agency responsible for air safety.

The AFL-CIO Executive Council, in a statement adopted at its meeting last February, supported the Air Line Pilots' position and called on the federal government not to abandon its responsibility for the safety and welfare of airline passengers and workers.

O'Donnell attributed the current exemplary safety record of the airlines to the present practice of self-monitoring—a "good faith" system that works only because the safety standards of today's air carriers almost always exceed those of the FAA.

"This fragile airline-FAA relationship cannot survive the effects of deregulation," O'Donnell asserted. He noted, for example, that marginal operators—especially new airlines facing stiff competition from other carriers—will be pressed to meet schedules, even if it means flying improperly maintained equipment and taking other safety shortcuts.

The deregulation proposals, if enacted, would loosen Civil Aeronautics Board control over air routes and fares and would precipitate entry of new and inexperienced airlines in the nation's transportation network, O'Donnell said.

He also predicted that substitution of commuter carriers, which use smaller aircraft and operate under a different, far less stringent set of FAA safety regulations than do major airlines, also will adversely affect the level of safety in air travel.

Some commuter operations do not require copilots, yet they have lower pilot qualifications and higher workloads which increase stress and fatigue, he noted.

Consumer Bill Prohibits Debt Collection Abuses

The House gave final congressional approval to legislation designed to protect consumers against harassment and abuse by debt collection agencies.

The labor-backed measure prohibits collection tactics like midnight calls to debtors, agents posing as law enforcement officers, abusive language and physical threats.

The bill, now awaiting President Carter's signature, also requires debt collection agencies to cease communication with an alleged debtor after receiving the consumer's written refusal to pay, except to inform him of possible legal action.

The legislation also requires agencies to furnish alleged debtors with statements describing the amount of the debt, its origin and notice of a 30-day period during which the legitimacy of the debt may be challenged.

Additionally, the measure limits the procedures a debt collector may use to locate an alleged debtor, and requires the agency to stop looking for the consumer after the latter is represented by an attorney.

The House passed the bill in final form after Senate amendments weakening the measure had been added to the original version last month. Those amendments were looked on by consumer groups as necessary to insure the bill's enactment.

The original version, which passed the House by a one-vote margin in April, provided for criminal penalties against agencies that violate the statute and precise limits on collectors' contacts with alleged debtors at home and at their workplace.

In final form, the measure contains no criminal penalties and does not offer exact limits to the number of phone calls an alleged debtor may receive from an agency. The bill specifies only that any calls from the collector must be made between 8 a.m. and 9 p.m.

Civil suits by consumers against agencies that harass them are allowed under the new law, with a maximum award of $1,000 permitted.

The law does not apply to banks and retail stores who do their own collecting, and it also allows states with their own debt collection laws to seek exemptions from the federal statute.

The measure's main provisions, sponsored by Rep. Frank Annunzio (D-Ill.), will go into effect six months from the date of the President's signing.

3 Union Leaders Join Trilateral Commission

Three union presidents are among 25 new North American members named to the Trilateral Commission, a prestigious private organization that explores issues of concern to North America, Western Europe and Japan.

The union officials are Presidents Sol. C. Chaikin of the Ladies' Garment Workers, Martin J. Ward of the Plumbers & Pipefitters, and Glenn F. Watts of the Communications Workers.

Marketing Agreement Threatened:

U.S. Urged to Hold Tariff Line on TVs

A coalition of American unions and corporations has warned the Carter Administration that a further tariff cut on color TV picture tubes would undermine the color TV import agreement recently concluded between the United States and Japan.

COMPACT—The Committee to Preserve American Color Television—filed a brief with President Carter's international trade policy staff asking the Administration to exempt color TV tubes from any tariff reductions that may be agreed upon during the current round of trade negotiations in Geneva.

"A reduction in the tariff on color TV tubes would sabotage the orderly marketing agreement Ambassador Robert Strauss labored so hard to bring about with the Japanese," COMPACT Co-Chairmen Jacob Clayman and Allen W. Dawson said in a joint statement.

"The tariff on tubes was slashed from 30 percent to the current 15 percent in the Kennedy Round and any further cut would seriously injure the domestic tube industry and the color television manufacturing industry as a whole," they said. Clayman is secretary-treasurer of the AFL-CIO Industrial Union Dept. Dawson is executive vice president of Corning Glass Works.

The agreement limiting imports of color TV sets from Japan to 1.75 million sets for each of the next three years went into effect on July 1.

Clayman and Dawson noted that there were nine U.S. companies making color TV tubes in 1968 but only four today. "There can be no doubt that the severe inroads made by foreign producers into the domestic color TV receiver market was a major factor in that attrition," they said.

Employment in the electron tube industry has dropped from 54,300 workers in 1967 to 27,500 in 1976, the Bureau of Labor Statistics reported earlier this year. No new capacity has been added in the American color tube industry for several years, and capacity utilization dropped as low as 60 percent in 1975.

Clayman and Dawson pointed out that the United States, where color television was invented, has only 28 percent of the world color TV tube market today as against 36.4 percent for Japan.

"If tariffs are cut, the Japanese would be encouraged to circumvent the orderly marketing agreement by rapidly expanding or buying up color TV assembly facilities in the U.S.," they warned.

"This will not help the American worker as the experience of those companies taken over by Japanese owners conclusively proves. In one case, two-thirds of the American workers were thrown out of jobs as the Japanese owners shipped components in from Japan to be assembled in the Chicago area."

Eleven labor organizations and six U.S. companies joined in submitting the brief on Sept. 1. All but two of the firms, GTE Sylvania, Inc., and Zenith Radio Corp., are members of COMPACT.

The union members of COMPACT are the Industrial Union Dept., Allied Industrial Workers, Flint Glass Workers, Communications Workers, Glass Bottle Blowers, Machinists, International Brotherhood of Electrical Workers, Furniture Workers, Steelworkers, the Electrical, Radio & Machine Workers, and the unaffiliated Radionic Workers.

OSHA Cracks Down On Pesticide Threat

(Continued from Page 1)

DBCP to one billion parts air (10 ppb) on the average for an eight-hour workshift, and to no more than 50 ppb during any 15-minute period. Eye and skin contact with the pesticide is prohibited.

There have been no previous federal limits on workers exposure to the chemical, which is produced by about 80 firms across the country and has been used as a soil fumigant since the mid-1950s.

OSHA issued the emergency temporary standard less than three weeks after the Oil, Chemical & Atomic Workers petitioned the agency to place strict exposure limits on the chemical.

The emergency action was a follow-up to OSHA's issuance of worker protection guidelines on Aug. 25 for producers, formulators and distributors of DBCP. At that time, the agency called on employers to reduce worker exposure to "the lowest possible concentration."

The temporary exposure limit will remain in effect for six months, during which time OSHA is required to develop a permanent standard. The agency has scheduled public hearings on a permanent standard to begin Dec. 6.

In announcing the joint effort of OSHA, FDA and EPA, officials of the three federal agencies described the potential health threat of DBCP as "grave."

Donald W. Reister, acting director of FDA's bureau of foods, said the three agencies are combining their resources and authority "to prevent further damage from DBCP to workers, growers and the consuming public."

EPA Administrator Douglas M. Costle proposed to suspend the use of the pesticide on carrots, peanuts and other root crops, in addition to plants such as cabbage and tomatoes because possible residues of DBCP may lead to cancer and reproductive damage among persons eating those vegetables.

FDA is working to develop a testing system and will soon take action against foods having detectable residues of the pesticide, Reister said.

Federal officials became increasingly concerned about DBCP after 14 of 27 OCAW members handling the pesticide at an Occidental chemical plant in California were found either to be sterile or to have low sperm counts.

Basil Whiting, deputy assistant secretary of labor for OSHA, noted that the agency is looking into the health hazards of a number of other pesticides.

"OSHA will continue to work on a broad generic workers health standard for pesticides, including where appropriate, medical exams, worker training, monitoring employees exposure, work practices, housekeeping rules and personal hygiene requirements," Whiting said.

House Votes 3-Step Rise:

Senate Battle Looms On Wage Index Plan

(Continued from Page 1)

that was deleted on the floor.

Meany said all elements of the minimum wage coalition will be campaigning strenously for the Senate to improve on the House version — church, civil rights, consumer, youth and women's groups, as well as labor.

"We in the AFL-CIO do not intend to stop fighting until all workers are above the poverty level."

The amendment to strike out the index provision was made by Rep. John N. Erlenborn (R-Ill.) and he picked up needed votes by liberalizing the original version of his proposal. As adopted, the minimum wage would go from $2.65 to $2.85 in 1979 and then to $3.05 in 1980. An earlier amendment by Erlenborn would have raised the minimum only to $2.50 in January, with one additional step, to $2.75 a year later.

The 53 percent index was estimated to result in a $3.15 wage floor in 1980.

Meany noted that many House members justified their vote against indexing by claiming the escalator provision could be inflationary.

"This is a false fear," Meany said. "But the idle plans and machinery and the idle men and women in America are clearly inflationary. The additional spending power generated by increasing the minimum wage to $2.65 in January will put some of the idle machines and people back to work and thus counter inflation."

The battle over a youth subminimum was hairsbreadth close, and its outcome was the saving grace of a day in which most employer-backed amendments carried.

When the electronic voting board on the House floor stood at a 210-210 tie, House Speaker Thomas P. O'Neill, Jr., who traditionally does not cast a vote, stepped forward to create a 211-210 majority against a subminimum youth wage.

The defeated amendment would have allowed employers to pay workers under 19 only 85 percent of the minimum wage for a six-month period. Youth groups lobbying against the measure pointed out that one effect would be to reduce job opportunities for older teens.

The House, however, rejected by a decisive 264-161 margin a provision of the bill that would have further limited the amount of tips a worker receives that an employer may subtract from the minimum wage he is required to pay. Present law allows an employer to count tips towards half of the minimum wage. The bill sent to the House floor would have gradually lowered that offset to a permanent limit of $1 an hour. The reduction, sought by the Hotel & Restaurant Employees, was supported by labor and the minimum wage coalition but not by the Administration.

A last-minute amendment cut about 3 million presently covered workers from the law's protection. It raised the volume-of-business test for exemption from the wage-hour law from the present $250,000 a year to $500,000. The House then passed the amended bill, 309-96.

The issues that divided the House will be fought over again when a companion bill reaches the Senate floor.

The first skirmish was in the Senate Human Resources Committee, where key labor-supported provisions were retained virtually intact. But the 14-1 vote to report the bill to the Senate floor—with only ultra-conservative Orrin G. Hatch (R-Utah) opposed—didn't reflect the splits within the committee.

On indexing, the committee divided along party lines in an 8-5 rejection of an amendment that would have deleted the automatic link to factory wages.

The rejected amendment was proposed by Sen. Jacob K. Javits (R-N.Y.) who, along with Committee Chairman Harrison A. Williams, Jr. (D-N.J.), had co-sponsored the original bill.

Williams chided his colleague by remarking that the speech Javits gave when the bill was introduced included some of the best reasons he had heard for indexing.

Javits said increased concern over inflation had caused him to change his mind. The amendment he introduced would have substituted a more generous three-step increase in the minimum than the House adopted — from $2.65 the first year to $3 in 1978 and $3.25 a year later. After his amendment was defeated, he won approval of an amendment that would round off the indexing formula to the next highest figure divisible by five. Thus if 53 percent of the factory wage in some future year came to $3.32, the minimum would be raised to $3.35.

The committee also beat back, 10-4, a youth subminimum proposed by Sen. Richard S. Schweiker (R-Pa.), that would have allowed employers to pay workers under 20 only 75 percent of the minimum wage for a six-month period.

The original Senate bill would have phased out entirely the tip credit, eventually requiring employers to pay the full minimum wage to all workers. But the committee approved a compromise by Williams that would allow employers to credit tips for 40 percent of the minimum wage next year, dropping to 20 percent by 1983.

In the series of House votes, there were defections among moderate-to-liberal Democrats on all of the key amendments. Thus Robert J. Cornell (D-Wis.) was the principal sponsor of the youth subminimum amendment.

On the other side of the aisle, the Education & Labor Committee's senior Republican, Albert H. Quie (Minn.), spoke up for the indexing formula as "a significant new innovation." But few of his GOP colleagues agreed with him.

Rep. John H. Dent (D-Pa.), chairman of the Labor Standards subcommittee and an architect of minimum wage legislation in this and earlier congresses, is recuperating from an operation, and Rep. Phillip Burton (D-Calif.) was floor manager for the bill.

Pat McCartney Dies, Retired Field Staffer

Detroit—Funeral services were held here Sept. 7 for Felix J. McCartney, known as "Pat" to thousands of workers he helped organize before his retirement from the AFL-CIO staff.

McCartney, 68, had been a union organizer from 1939 until his retirement in 1974. He was a member of both the Auto Workers and the Plumbers & Pipefitters, and had been an officer of the Sugar Workers council. For most of his career, he was based in Michigan.

In a telegram to the family, AFL-CIO President George Meany and Sec.-Treas. Lane Kirkland paid tribute to "Pat's dedication to the trade union movement, accepting every assignment, no matter how hazardous or onerous."

PROFESSIONAL ATHLETES joined in urging passage of the labor law reform bill. Testifying at House hearings for the National Football League Players Association are, from left: Ernie Wright, former San Diego tackle and now the association's western regional director; Ed Garvey, executive director, and Kermit Alexander, a former all-pro who was fired for his union activity after a 1974 pre-season strike. Player organizations in baseball, hockey and soccer also support the legislation.

Athletes Urge Strengthening Of Labor Act

Players associations in all major team sports are supporting the Administration's labor law reform bill.

They were represented at House hearings by Ed Garvey, executive director of the National Football League's Players Association, and Kermit Alexander, a former all-pro defensive back who was fired for his union activity.

Garvey told the House Labor-Management subcommittee that his testimony for labor law reform had the endorsement also of player organizations in baseball, basketball, hockey and soccer leagues.

Because of the built-in delays in the National Labor Relations Act, and the ability of management lawyers to stall any effective remedy for years, the law has become "a cruel hoax," Garvey testified.

Alexander's testimony bore out the point. He was one of three national officers of the NFL Players Association who were dropped by their club management after a five-week pre-season strike in 1974.

Two years later, an NLRB administrative law judge ruled that they had been illegally fired for union activity and should be reinstated. But the decision was appealed by management and another playing season went by before a settlement was worked out.

The delay, of a type which the labor law reform bill seeks to prevent, "made it ridiculous to even think about playing football again," Alexander testified.

And, he said, as with J. P. Stevens workers and others who have been fired for union activity, "players learned that the law would not protect them."

Garvey told the subcommittee of the effort of professional soccer players to organize. He said 311 of 360 eligible players have signed authorization cards but delays in holding an election mean that there will be a big turnover of eligibles and a year of bargaining will be lost.

Apart from the organizational support, Garvey brought to the subcommittee personal endorsements of the labor law reform bill by scores of prominent players, including such stars as Lem Barney of Detroit, Wally Chambers of Chicago, Larry Csonka of the New York Giants, Len Hauss of Washington, Jim Marshall of Minnesota and Ken Stabler of Oakland.

'Truth' Called Weapon For Labor Law Reform

AFL-CIO President George Meany asked union legislative staffers to use the truth to counter a massive propaganda campaign launched by foes of the Administration's labor law reform bill.

The thrust of the bill is "crime control," Meany said, and its target is the law-breaking employer who resorts to "economic terrorism" to deprive workers of their legal right "to freely join unions and bargain collectively."

No "decent employer" could be hurt by any of its provisions, Meany declared.

His remarks, opening an all-day legislative conference at the Labor Studies Center, stressed that the reform bill faces a tough battle on Capitol Hill despite "the full support of President Carter."

The well-financed opposition to the bill, Meany warned, is "spearheaded by right-wingers and supported by just about the entire American business establishment."

Similar tactics killed the construction site picketing bill, Meany noted. And that campaign was merely a "dress' rehearsal" for the labor law reform battle.

Meany asked the union lobbyists to analyze the so-called Employee Bill of Rights that business groups are trying to substitute for labor law reform.

He asked them to "please let me know" if they find anything in the bill to justify its title. "I think you will find a lot of ready-made machinery for undermining the collective bargaining system and for busting strikes and busting unions," Meany suggested.

"You will find this bill is exactly what the President said it is—and what we have said it is.

"It is a measure to translate the 42-year-old promise of the NLRA into reality. It is a bill that guarantees workers the rights the law now says they have—to freely join unions and bargain collectively.

"It is a bill that will stop economic terrorism—a bill that will effectively halt employer coercion of workers, a bill that will effectively end illegal firing of workers because they want to join a union.

"That is the truth, and the truth is the weapon that is going to win this fight."

Robert Salyers Dies, Headed AFGE Retirees

Robert K. Salyers, head of the retired members program of the American Federation of Government Employees, died at age 70.

Before joining the AFGE staff, Salyers was assistant to the Under Secretary of Labor and previously had been deputy assistant secretary for labor-management relations.

Right-to-Work Brass Split Over Legislation

Everything is not all right with the National Right to Work Committee. In fact, there's been a falling out among its high officials, the Wall Street Journal reports.

For years, the right-wing organization has publicly maintained that it didn't oppose unions per se, but only union shop contracts and what it calls "compulsory unionism."

RTW President Reed Larson, however, recently came out against the Carter Administration's labor law reform proposal even though the legislation has nothing to do with the union shop. The committee's two top public relations aides promptly quit in protest.

RTW publicist Hugh Newton, who has been with the committee nearly 15 years, accused Larson of abandoning the organization's long-standing policy to adopt an all-out anti-union stance.

Larson insisted to the Journal that he hasn't changed committee policy at all. He said the dispute involves personality clashes and strategy disagreements, not philosophical issues.

PRESIDENT J. C. TURNER of the Operating Engineers, right, is this year's recipient of the national Green-Murray Award given by the Grand Aerie of the Fraternal Order of Eagles for outstanding leadership and ability in labor affairs. Two previous winners, President Joseph T. Power of the Plasterers and Hunter P. Wharton, IUOE president-emeritus, are shown with him. The award honors the late presidents of the former AFL and CIO, William Green and Philip Murray.

Turner Cites Job Lag In Address to TUC

Blackpool, England—AFL-CIO Vice President J. C. Turner told the British Trades Union Congress that "unemployment continues to be America's number one economic problem" and that the U.S. economy "still has not recovered from the recession of the last three years."

Turner noted that while the official U.S. unemployment rate stood at 6.9 percent in mid-year, the AFL-CIO count showed a true rate of 9.8 percent with the inclusion of discouraged workers and those who must work part-time because full-time work is unavailable.

"The economic projections of the Carter Administration give little comfort to America's unemployed workers," Turner said, adding that the "American labor movement will not accept such high and pervasive levels of unemployment."

Turner, who is president of the Operating Engineers, said that even the Administration's "modest goals" of unemployment under six percent by 1979 and less than five percent by 1981 will not be reached "without greater economic stimulation by the government."

"Expecting a lot from the new President," Turner told the British trade unionists, "we were originally quite disappointed by Carter's performance and the actions of his top economic policy makers."

But he added that with the President's recent endorsement of labor law reform and an increased minimum wage, "our relationship is cordial—we don't expect support for all our programs, but we are receiving a better reception than we have for the past eight years under the Republicans."

Turner also noted several factors making for long-range pessimism in terms of unemployment, including the steady diminution of blue-collar manufacturing jobs in this post-recession period, and pinches in job opportunities owing to massive recent growth in the labor force and jobs lost to automation.

In the short run, Turner said, obstacles to fighting unemployment include a level of production at only 83.5 percent of industrial capacity at mid-year and home mortgage interest rates still hovering around an historic high of nine percent.

He spelled out much of labor's program to combat the current situation: an expanded public works and public service employment package, as well as programs for housing, youth employment and countercyclical aid to local governments, some of which the Carter Administration and Congress have put through.

Turner described the Carter stimulus program so far as "a step in the right direction," but "50 percent short of the AFL-CIO proposals."

Law Reform Coalition Led By Humphrey

(Continued from Page 1)

gymen and employers willing to speak out for collective bargaining.

Its founding members termed Humphrey the "ideal" person to lead the coalition. "He has a consistent record of support for workers' rights that spans a lifetime of public service." And they expressed a conviction that Humphrey's "energy and dedication" will bring the campaign to "a successful conclusion."

The labor law reform bill is expected to reach the House floor early in October and the coalition is planning dinners in a number of cities to focus attention on the bill.

The biggest dinner has been scheduled for Oct. 4 in Washington, D.C., and Humphrey urged a capacity turnout to show "support for this effort to guarantee the rights of American workers to organize and bargain collectively."

Under the present National Labor Relations Act, Humphrey said, there are no effective safeguards for "the rights of workers who wish to organize in the face of employer opposition."

Government Policy Scored:

British Unions Back Away From Binding Wage Ceiling

Blackpool, England—The annual congress of the British unions was preoccupied, as in many recent years, by issues of government wage policy.

For the last two years the unions have strictly observed pay ceilings which they themselves created in response to pleas from the Labor government to help stem a rising flood of inflation that was threatening to reach a rate of 30 percent.

In the first year, the unions agreed to limit their increases to a maximum of 6 pounds a week, and in the second year to 4.5 percent. The rate of inflation was halved and the government invited the unions to agree to a third year of severe restraint.

But by the time the 109th Trades Union Congress opened here on Sept. 5, the unions had made it clear that they were unwilling to accept yet another period of strict limits. Most of the 115 unions in the TUC themselves hold annual conferences through the summer, and virtually all had voted for a return to free collective bargaining.

The one surviving strand in the government's pay strategy was a proposal that the unions should continue to observe a 12-month interval between major pay increases, but even this proved contentious.

The giant 1.9 million member Transport & General Workers' Union, led by Jack Jones, who was the main architect of the pay strategy of the previous two years, had voted at its conference in July to oppose the 12-month rule, and many other unions, large and small, had adopted similar policies.

To underline the importance the government attached to the result, Prime Minister James Callaghan addressed the 1500 delegates on the eve of the wages debate. He presented himself to the congress as a veteran trade unionist (he was formerly an official of the Inland Revenue Staff Federation) who had been brought up with a deep faith in free collective bargaining, but had become dissillusioned by its results. It had not brought social justice, he argued, and large wage increases would not solve the country's most pressing problem, unemployment, now numbering some 1.5 million out of a workforce of 23 million.

Callaghan was received politely but not enthusiastically as he offered the delegates a vision of steady economic growth in the future, aided by the rapidly increasing flow of oil from the North Sea. This is already making a strong contribution to Britain's chronic balance of payments deficit and is expected to make the country independent of imported oil well before the end of the decade. But he declined to slip the economic brakes prematurely, although he hinted strongly at some reflation in the fall, the level of which would depend on the development of wages.

The debate next day was stormy. It did nothing to meet the government's wish that the TUC should commit itself to a ceiling of around 10 percent for wage rises, but it did at least confirm the 12-month rule and by a larger margin than had been predicted. The voting came out at 7.1 million for the rule and 4.3 million against, a majority of 2.8 million.

It was not immediately certain, however, that the rule would survive grassroots pressure. Unions representing printers, car workers, journalists, miners and merchant navy officers all showed varying degrees of reluctance to comply, and the final test of the decision will be its reception by rank and file workers.

The restlessness of the unions at the previous two years of tight restrictions on their freedom to act for their members was demonstrated in a bizarre incident on the first day of the congress when the Transport Workers Union was briefly suspended from membership in the TUC, which meant suspending roughly one in six of all affiliated trade unionists.

The incident arose from a complaint by the tiny 13,000-member Licensed House Managers association that the Transport Workers had not observed a ruling of the TUC's machinery for settling disputes between member unions. The association represents men and women who run the taverns owned by Britain's big brewing concerns.

Two years ago there was an argument between the manager of the Fox and Goose public house in Birmingham and the draymen (members of the Transport Workers Union) who delivered his liquor supplies. The draymen decided to boycott the inn, thus rendering it "dry," and continued to do so in spite of a ruling from the TUC a year ago that they should cease their boycott.

Under the rules of the TUC, failure to observe a decision of this kind is one of the most serious offenses, making a union liable to suspension and eventual expulsion from membership. Realizing this, the Transport Workers had done their best to persuade their draymen members to resume deliveries to the Fox and Goose, but to no avail.

The Licensed House Managers moved to suspend the Transport Workers and insisted TUC rules should be observed by all unions, large and small.

Moss Evans, who has been elected to succeed Jack Jones as Transport Workers' leader next year, explained the efforts the union had made to end the boycott, but when the vote was called it showed a surprise majority for suspension, and the union's delegates promptly quit their seats and left the hall.

The congress was appaled by its own decision and immediately sought ways of restoring the Transport Workers. The second largest union, the 1.4 million Amalgamated Union of Engineering Workers, found on a recount of their delegation a majority for the Transport Workers, so it switched sides in a second vote and the Transport Workers were back within the hour.

Labor Opposes Cuts In Housing Assistance

The AFL-CIO told Congress that it opposes any reduction in the level of subsidized housing programs or curtailment of housing subsidies for welfare recipients as part of the Administration's welfare reform plan.

The federation's position, a reiteration of an Executive Council statement last month, was given in testimony by AFL-CIO Urban Affairs Director Henry B. Schechter before the Senate Banking Committee. The committee is considering proposals on the relationship of housing and welfare reform.

The Administration has announced that it will consider the relationship of housing subsidies to cash assistance in connection with the federal budget for fiscal year 1979.

Schechter told the Senate panel that providing housing of acceptable standards for low and moderate-income households will remain a problem until an adequate physical supply of housing for all households becomes available, a condition that will not be achieved at the present rate of production for years.

He said, however, that even though resource limitations preclude an overnight increase in the supply of subsidized housing to take care of all low and moderate-income households, it is still equitable to attempt to accommodate only a proportion of those that are eligible.

The number of eligible families not served by subsidized housing has been exaggerated, he said, and additional subsidized production is needed for only a fraction of those eligible to have adequate housing for all and relieve the limited supply price pressure.

The housing allowance or welfare payment route of delivery of low and moderate-income housing would rely upon the operation of the housing market to induce the production of an adequate supply, Schechter noted. But the increased supply of housing for lower-income families would have to come via the trickle-down method, and this has worked only to a limited degree, he observed.

"In local housing markets which do not have a surplus of the types of units needed by low and moderate-income families — and this includes the majority of local markets — subsidized housing production will be necessary, if increased welfare payments are not to be absorbed by increased housing rents and prices," Schechter said.

Teachers, AFGE Sign Overseas Pact

The Teachers and the Government Employees, two unions with an overseas membership, have signed an agreement to cooperate in organizing and to avoid jurisdictional conflicts.

AFGE President Kenneth T. Blaylock and AFT President Albert Shanker termed the pact a tool to help "organize the unorganized, no matter where they are."

It calls for cooperation in organizing eligible federal employees assigned to jobs in Europe, North Africa and the United Kingdom, and in encouraging collective bargaining for overseas workers.

Both unions are planning new overseas organizing efforts within their jurisdictions.

No Capital Shortage:

Business Tax Cuts Termed Unjustified

Business spokesmen are trying to build a case for further tax cuts for business on the ground that there is now or will be a capital shortage. But the argument doesn't hold water, AFL-CIO Economist Bill Cunningham writes in the federation's monthly magazine, the American Federationist.

Cunningham says that the high interest rates of recent years, the deep recession of 1975, and the slow recovery have affected business investment, not a lack of funds. There simply is no capital shortage, he declares.

"A relatively steady expansion of the economy with a growing demand for goods and services, would generate appropriate, balanced and sustained levels of investment in plant and equipment," Cunningham asserts. "The only sound incentive for increasing business investment is expanding demand and high rates of capacity utilization."

In his article, he cites government statistics to show that the trend in investment and savings indicates that the economy has the potential for more investment in the future if fiscal and monetary policies geared to a balanced, fully employed economy are pursued.

Currently, Cunningham observes, the demand for consumer goods is too weak to enable business to use more than about 84 percent of present capacity to produce. Many investors lack sufficient trust in the government's overall commitment to a healthy growing economy, he adds.

But throughout the economic instability that has characterized the 1970s, Cunningham noted, corporate investors have managed to maintain their share of the nation's income.

"The problems of the economy, including the lag in business investment, do not stem from inadequate profits," he says. And, he charges, the cry for more business tax cuts is aimed at producing even higher profits.

The slight improvement in the economy last year brought about a measure of improvement in investment as well, and business managers plan further investment increases this year, Cunningham observes. A Commerce Dept. survey shows that business plans to invest 12.3 percent more in new plant and equipment in 1977 than in 1976. Spending was 6.8 percent higher last year than in 1975.

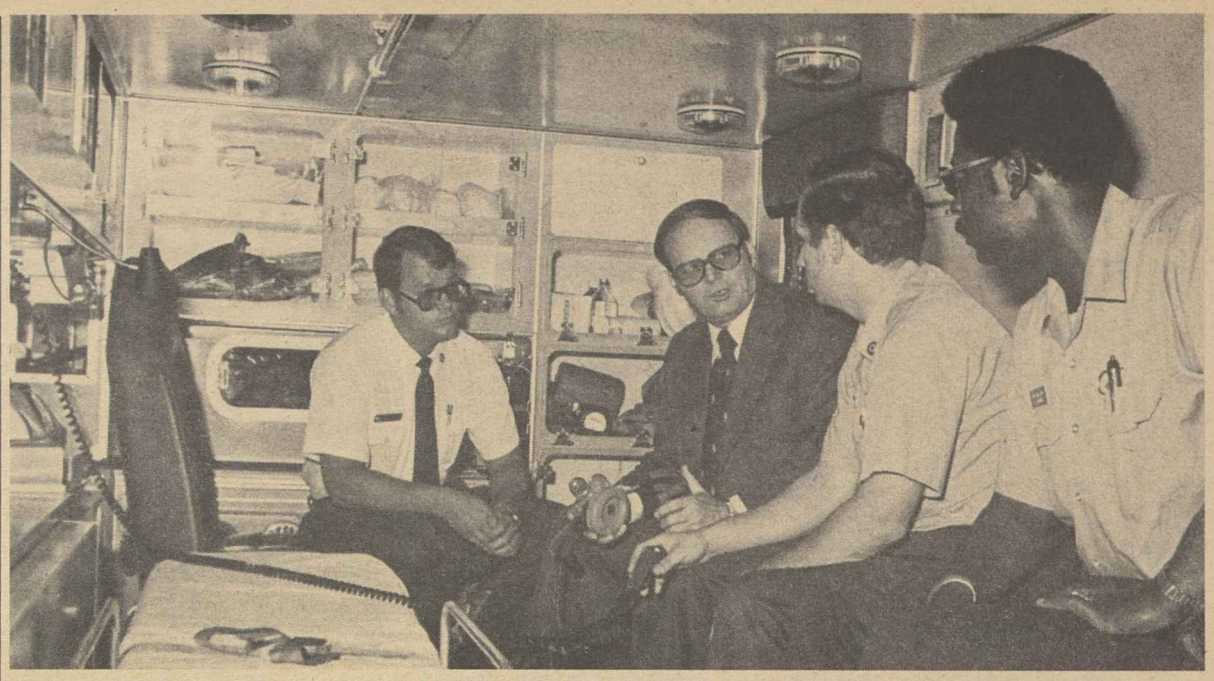
All of this increase in investment, which Cunningham describes as "substantial," is taking place without new business tax breaks, he points out. "The increase is in response to an upturn in sales which has increased the need to expand present facilities."

While growth in equipment per employee has been strong, growth in plants has not kept pace—but this does not necessarily imply a problem, Cunningham says.

The Bureau of Labor Statistics pointed out recently that the average yearly growth in equipment per employee was only slightly less in the 1966-73 period (3.03 percent per year) than in the 1947-66 period (3.26 percent per year).

The argument that tax cuts are needed to shore up declining corporate incomes is also flawed, Cunningham charges.

"Profits after tax, plus net interest payments to corporate bond holders, in 1976 were a higher share of the nation's gross national product than in any year since 1950," he points out. In addition, corporate cash flow—the key measure of funds available to replace old equipment and invest in new equipment — totaled $164 billion last year, more than double the 1970 level.



EMERGENCY AMBULANCE CREW briefs Labor Sec. Ray Marshall on lifesaving techniques following the signing of a $1.3 million union-management apprenticeship training agreement at a Washington, D.C. fire station. The nationwide training project for 3,500 ambulance personnel and paramedics will be jointly operated by the Fire Fighters and the Association of Fire Chiefs.

Fire Fighters To Help Train Paramedics

The Fire Fighters and the Association of Fire Chiefs have been awarded a $1.3 million Labor Dept. contract to train emergency ambulance crews and paramedics in special lifesaving techniques.

In approving the new nationwide union-management apprenticeship project, Labor Sec. Ray Marshall said the program "will add an important new dimension to the already invaluable lifesaving capabilities of fire fighting organizations.

"By applying apprenticeship to the paramedical field, we help assure that a supply of highly skilled workers is available" during emergencies, Marshall said.

The agreement was signed by IAFF President William H. McClennan and John L. Swindle, first vice president of the fire chiefs' association.

The contract calls for the recruitment and training of 3,000 ambulance personnel and 500 paramedics as emergency medical technicians. A combination of classroom and on-the-job training will be used in the apprenticeship program.

The newly approved apprenticeship standards for the project were prepared by the IAFF and the fire chiefs' organization, with the cooperation of the Labor Dept.'s Bureau of Apprenticeship & Training and Employment & Training Administration.

Floyd E. Yocum, a member of both the IAFF and the IAFC, is national director of the Emergency Medical Technicians Apprenticeship Program.

Hospital Costs to Rise For Medicare Patients

Out-of-pocket hospital expenses for more than 6 million Medicare beneficiaries will rise sharply beginning Jan. 1, the Dept. of Health, Education & Welfare announced.

The increases, highlighted by a 17 percent rise in deductibles for the first 60 days of a hospital visit, are automatically imposed under the Medicare law meant to cover rises in health care costs.

Lawrence Smedley, associate director of the AFL-CIO Dept. of Social Security, said the increases "reflect the rising costs of health care, running at more than double the general inflationary trend" and warned that health delivery costs "will continue to increase until we get a comprehensive national health insurance law passed.

The HEW announcement means that elderly and disabled patients covered by Medicare will have to pay $144 for the first 60 days of a hospital stay, up from the present rate of $124.

Out-of-pocket hospital costs to Medicare patients will rise by $5 a day during the third month, to $36, and by $10 a day after that, to $72.

HEW Sec. Joseph Califano said he made the announcement "with great reluctance, and only because the law gives me no choice."

Under the law, increases in Medicare deductibles are directly tied to increasing hospital costs, and increases in out-of-pocket payments by Medicare patients occur automatically.

Max W. Fine, executive director of the labor-supported Committee for National Health Insurance, commented that "the sickness that afflicts Medicare is incurable." He said that hospital costs "are going right through the roof and the elderly are required to help meet them."

Fine said that there "are other hospital patients covered by a glittering array of useless private health insurance plans" which "are totally ineffective in controlling costs." He added that "for more than 30 years, hospital costs have risen two to three times faster than all other items in the consumer price index."

He said that "only a Health Security program such as that proposed in the Kennedy-Corman bill can create the necessary reforms to health runaway inflation of hospital and medical costs."

Recession Causes Drop In Union Membership

Union membership in the United States fell by 767,000 to 19,432,000 between 1974 and 1976, largely due to recession-induced layoffs, the Bureau of Labor Statistics reported.

The 1973-75 recession, from which the nation has not yet fully recovered, was the steepest since the Great Depression of the 1930s.

"Much of this decline is a reflection of the state of the economy, particularly in manufacturing and construction in 1975 and 1976 where average production work employment declined by approximately 1.4 million workers," BLS said in a preliminary finding.

When professional and state employee association membership is added to the count, the total number of union members in the U.S. declined from 22,809,000 in 1974 to 22,463,000 in 1976, BLS said. Labor organization membership in the United States represented 23.2 percent of the workforce in 1976 and 28.3 percent of employment in nonagricultural establishments.

Total membership of unions and associations in the United States and Canada that engaged in collective bargaining between 1974 and 1976 declined by 158,000 to 24,036,000, BLS said. The agency noted the decline was the first since 1968, when associations were added to the union membership count.

When association members are excluded, union membership in Canada and the United States totaled 21,006,000, still above pre-1974 levels, BLS said.

Employee association membership continued to increase, reaching a new peak of 3 million, an increase of 400,000, BLS reported. About one-half of the two-year increase was scored by the National Education Association, now the second largest labor organization in the United States, after the Teamsters.

The number of white-collar workers belonging to unions and associations rose by 579,000, or about 10 percent, to 6.5 million in 1976, BLS said. About three-fifths of all organized white-collar workers are members of unions, BLS observed.

The increasing number of women in labor organizations peaked in 1974 at slightly over 6 million, or 25 percent, of total membership, the government noted in the report. In 1976, women members of labor organizations declined by about 50,000, or one-tenth of 1 percent.

The State, County & Municipal Employees added 469,000 new members in the 1974-76 period for one of the largest gains. Other unions reporting 200,000 or more new members were the Steelworkers and the Service Employees.

TWO WITNESSES for labor law reform chat during an intermission in the House hearings on the bill. With AFL-CIO President George Meany is Olga Madar, president of the Coalition of Labor Union Women and a retired vice president of the Auto Workers.

Union-Busting Pattern Goes Coast-to-Coast

(Continued from Page 1)

Musicians President Hal C. Davis, Actors' Equity President Theodore Bikel and Jack Golodner, executive secretary of the Council of AFL-CIO Unions for Professional Employees, asked the subcommittee to consider additional improvements in the National Labor Relations Act. They cited difficulties arising out of the short-term employment pattern in entertainment fields and the unique employer-employee contract relationship that has evolved.

On a panel of women's groups supporting the reform bill, Olga Madar spoke for the Coalition of Labor Union Women in urging Congress to "put some teeth" in the law so that all workers will be protected in their right to organize.

Women have been most vulnerable to employer threats, she said, because their job opportunities have been so limited.

The National Organization for Women, represented by Eleanor Smeal, said women have the most to gain by collective bargaining.

"The struggle for women's rights is really a struggle for human rights and dignity, which these reforms will help to insure," she testified.

Others testifying for the reform bill included representatives of the National Council of Jewish Women, the National Women's Political Caucus and the Women's Equity Action League.

Power to Help People

THOSE WHO CONTEND that labor law reform would increase labor's power are simply talking about the power of individuals to decide to join together for the common good. Labor's power is nothing more nor less than the power of citizens in a free country to make a democratic decision. Unions arose out of the same conditions that gave birth to the nation in 1776—the need and the demand for representation.

The early struggles of workers in this country were not solely for better wages, improved working conditions and job security. They were struggles for representation, for a voice of their own and for human dignity. And today millions of workers are still struggling for those rights.

We believe—and the law states—that it is wrong for employers to have absolute and exclusive power over the lives of their workers. To insure against such abuse, the Congress said that workers should have the power—and the right—to form their own organizations which would balance management's right to manage a business and the worker's right to have a say in their own lives. That is industrial democracy.

It is the concept of shared power that our forefathers had in mind when they established this country. They were convinced that a free way of life could be safeguarded only when power over the economic, social and political life of this country was shared by the many.

But for power to be shared, it must be balanced. Before the Wagner Act, the power of the employer was dominant, and the industrial relations scene was a jungle governed largely by the whim and avarice of the company boss. The Wagner Act balanced that power by giving workers the right to bargain collectively through their unions, which contributed immeasurably to industrial stability by providing a mechanism for the discussion and the resolution of labor-management problems.

AND WHAT DO unions do with that power?

The first objective is to provide the workers a greater share of the wealth that they produce—in terms of increased living standards, improved working conditions, additional consumer buying power and more stability on the job.

Secondly, we seek to encourage our members to participate to a greater degree in the democratic political processes of this country, by registering to vote, finding out where the candidates stand on the issues and making sure to go to the polls on Election Day.

Thirdly, we seek legislation that will help all people, in the belief that what helps everyone will also help workers. This means today tax justice, so that the corporations and the rich do not escape paying their fair share of taxes. It means improving education, so that the children of workers will have decent public schools to attend. It means better health care, better transportation facilities, better social security, better consumer protection.

While the Congress is debating President Carter's labor law reform proposals, you will hear much talk about power. Yes, labor has gained power in America—it is power for and from individuals. We are proud of the way we have used that power—to help people. The American labor movement seeks not power for itself, but greater protection for the rights of individual workers, from whom unions obtain their power for good.

—From a Labor Day broadcast by AFL-CIO Sec.-Treas. Lane Kirkland.

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'Same Old Merchandise!'

Deputy Sheriffs Queue Up:

Working Poor in Farm Areas Must Resort to Food Stamps

By Gus Tyler

THE AMERICAN FARMER feeds the world, yet in Forsyth County, Ga., nine of the 11 deputy sheriffs have applied for food stamps because they cannot make ends meet. For a 50-hour week, the deputies earn $8,200 a year.

"I figured what my income is and what my outgo is on an average basis," commented Sgt. Stanley Brumbalow, "and I go $42 in the hole every month. I wasn't including the food bill in that."

The county commissioner who tried to explain why the local government could not pay more to the deputies is himself applying for food stamps. He makes his money as a plumber with earnings of about $151 a week.

The plight of the deputies and the commissioner is typical of the sad circumstance of much of rural America today. Despite the fact that America exports about $24 billion a year of agricultural commodities (just about the equivalent of the sum we spend to import oil) and despite the vaunted prosperity of the farm states, much of rural America finds these hard times.

At hearings conducted recently by the Joint Committee of Congress, the tragic tale was told. Rural families still make $3,000 less than their city counterparts. More than half the substandard housing in America is in farm areas, although the farm population is much smaller than the urban. Although the rural areas contain only 33 percent of the nation's population, they count 40 percent of the poor in the country.

In some country areas the infant mortality rate is more than 70 percent greater than in urban areas. Although only 20 percent of the women of child-bearing age come from the countryside, they are responsible for half the maternal deaths in the nation.

Although farmers depend heavily on weather and, therefore, should be posted on forecasts, Rep. Virginia Smith (R-Neb.) testified that, in her district, the weather service was downgraded because not enough farmers lived in that part of the country to warrant good service.

Postal service is bad for rural America and it is getting worse. As the service declines, businesses leave small towns. "Soon it becomes more and more costly for farmers to obtain machine parts, petroleum products, hardware, clothing and the like. They can no longer afford to stay on the land."

The latest complaint of the small town is directed against President Carter's $4 billion public works program. These smaller communities are the victims of a curious kind of institutionalized discrimination.

The Dept. of Commerce that handles the funds for localities is under instructions to give the money to communities with the highest unemployment rates. That excludes most rural areas for the simple reason that towns with populations below 50,000 are not included in the gathering of jobless statistics by the Bureau of Labor Statistics.

Hence, there is no official count on the extent of unemployment in these benighted jurisdictions. The result is what that urbane agrophile, Richard J. Margolis, calls "redlining rural America."

For all these reasons, millions of the folk who live in the breadbasket of the world have to go hungry—unless they can get food stamps.

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FDR's 1937 Message On Minimum Wage

Our nation so richly endowed with natural resources and with a capable and industrious population should be able to devise ways and means of insuring to all our able-bodied working men and women a fair day's pay for a fair day's work. A self-supporting and self-respecting democracy can plead no justification for the existence of child labor, no economic reason for chiseling workers' wages or stretching workers' hours.

Enlightened business is learning that competition ought not to cause bad social consequences which inevitably react upon the profits of business itself. All but the hopelessly reactionary will agree that to conserve our primary resources of manpower, government must have some control over maximum hours, minimum wages, the evil of child labor, and the exploitation of unorganized labor.

—Message to Congress by President Franklin D. Roosevelt, May 24, 1937.

Brand Name Cures:

Federal Agencies Seek Relief From Dreaded TV 'Illnesses'

By Sidney Margolius

SOME OF THE most dreaded TV "illnesses" could vanish immediately as the result of several government actions, under way or pending.

In one case the Food & Drug Administration is reviewing the efficacy of some 20 types of non-prescription household medicines. The FDA's recent announcement that it plans to remove from the market so-called "daytime sedatives" is one of the results of the ongoing review.

The Federal Trade Commission also is concerned. It's considering banning claims in ads that the FDA won't permit on labels for the same products.

The problem is the FTC regulates the commercials but FDA regulates the labels. The labels usually are more careful in their claims. The commercials, as you know, can be quite sweeping.

The problem is that more people get their information from commercials than from the labels. FTC Commissioner Elizabeth Dole points out that a survey found 43 percent of the public depends on ads as the main source of information about drugs sold over the counter. Only 13 percent looked primarily to the labels.

The public spends over $3 billion a year to buy such products, and the drug industry spends $300 million a year just on TV commercials to advertise them.

One result has been the appearance of a host of illnesses which apparently can be cured by only one brand name product.

Among the more noticeable TV epidemics are Medicine Breath, Frightening Teeth, Chronic Foot Odor, Mood Change Due to Irregularity, the Heartbreak of Psoriasis, Mother's Nerves, Driving Jitters, Uncomfortable Puffiness, Gym Class Dandruff, the Humiliation of Warts, Sour Stomach, Too Much Drinking the Night Before, and an illness with the apparently Latin name of Blahs which seems as widespread as the long-dreaded Tired Blood.

Some of the conditions are more cosmetic but still seem to require a specific remedy. This category includes Malodorous Underarms, Age Spots and Unsightly Body Hair. Even pets aren't immune, as owners of Overweight Dogs and Undervitamized Canines are beginning to realize.

Serious TV viewers even can learn to prescribe for others, such as Tired Grandfather or Constipated Husband. That's the commercial in which the lady walks into a bookmobile to ask for a book on biology because her husband is chronically constipated.

If some of the TV diseases actually existed, self-diagnosis and medication itself could be risky in that such remedies may not alleviate the condition but could lull the user into a false sense of security.

The FTC also thinks that commercials and other ads should include any warnings required by the FDA on labels. There may be some people who, under some circumstances, should not use the product.

For example, if a consumer has a kidney problem which might be adversely affected by using an antacid, the ads as well as the labels should warn: "If you have kidney disease, ask your doctor before using this product." Similarly, ads for antacids should tell people on a sodium-restricted diet, whether the product contains sodium, as the labels must do.

Often the "doctor" prescribing such drugs is a TV pitchman, and what the public buys may be influenced more by the manipulative efficiency of the copywriter than by the therapeutic efficacy of the preparation.

As part of its efficacy review, FDA previously had tempered the claims made for antacids. Now the manufacturers can claim only that antacids relieve heartburn, acid indigestion and sour stomach. Some antacids now also must carry warnings against use by people with specified ailments or under certain circumstances.

The daytime sedatives are the second group of products on which FDA has announced a final conclusion. In this case the agency is taking the products off the market completely.

Officials explain that daytime sedatives often contain antihistamines. These cause drowsiness and may endanger users when operating cars or other machines. Since the medical review group found no evidence that these products really diminish anxiety or provide sedation other than by causing drowsiness, there's a risk without proven benefit.

The daytime sedatives cited by the FDA are Cope, Compoz, Miles Nervine, Tranqium and Quiet World. Recent labeling and advertising for such products contain such phrases as "calmative" or "for the relief of simple nervous tension," the FDA notes.

THE FTC IS FOLLOWING the FDA's reviews and when FDA reaches conclusions about a class of products, the FTC sets up its own rules for fair advertising of such products, as it did for antacids. Wallace Snyder, an FTC official, notes that there are 15 brands of sleep aids on the market, of which five are actively promoted to the public. These are Sominex, Nytol, Sleep-Eze, Compoz and Quiet World.

Sominex, of course, is all over the tube. Its manufacturer, J. B. Williams, alone spends half of the $12 million a year poured into promoting these five brands. True to its name, Quiet World spends the least—$226,000.

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Aggressive Drive Urged:

Go-Slow Policy on Job Creation Threatens New Economic Slide

THE ADMINISTRATION'S wait-and-hope approach to recession-level unemployment won't offset the elements that could brew a terrible economic situation in the months ahead, AFL-CIO Research Director Rudy Oswald warned.

"We still haven't recovered from the last disaster," Oswald said, adding that with real unemployment hanging at 10 percent, further postponement of an aggressive drive to create a great many more jobs than the limited programs now in the works will produce increases the risk of a new economic downturn. He said that Administration spokesmen make a mistake when they view the three-month decline of leading economic indicators and signs of other problems as only a temporary lull after 29 months of economic growth.

"For the economy to stop growing after 29 months would be a disaster," Oswald declared on Labor News Conference. "It would mean another recession growing out of the very high levels of unemployment."

Noting that the Administration seems to have shifted from its goal of cutting the unemployment rate to 6.5 percent by the end of this year, to 4.7 percent unemployment by 1981, Oswald said that "stretched-out timetable would leave us, for the next three years, at unacceptably high levels of unemployment." And even at the end of that scenario in 1981, the unemployment rate would be much too high, he added.

"We need to bring unemployment down at least to the 3 to 3.5 percent level, and to do that expeditiously," Oswald asserted. He said the AFL-CIO supports the basic programs to create jobs that have been undertaken in recent months, but he urged that they should be vastly expanded. He said the expenditures that have been committed are "too minuscule to meet the major problem that we face today."

He renewed the call for stepped-up emphasis on direct job-creation programs in public works, restoration of the nation's railbeds, water and sewer facilities, mass transportation, urban development and housing—particularly homes for low- and middle-income families.

By Press Associates, Inc.

A FEW DAYS BEFORE President Carter was to meet with the Congressional Black Caucus to discuss allegations that his Administration was neglecting the problems of the cities, the unemployment figures for August were released.

The job report showed the national unemployment rate rising to 7.1 percent, with most of the increase occurring among blacks. The black jobless rate matched a previous postwar high of 14.5 percent and the black teenage jobless rate was pegged at a shocking 40 percent.

For more than 20 years, the Labor Dept. has been reporting that blacks and young people and women suffered excessively high unemployment rates because of a relative lack of education, skills and experience.

For decades, these groups have been at the end of the line in the competition for jobs. What is worse is that successive national administrations have been tolerating a higher and higher rate of unemployment in a futile struggle to bring inflation under control.

President Carter has already singled out the causes of inflation. As he said in his fireside chat on energy last February: "Inflation has hit us hardest not in the luxuries but in the essentials—food, energy, health and housing. You see it every time you go shopping."

The Exploratory Project for Economic Alternatives, a research group in Washington, D.C., calls this "the new inflation." The project analysts argue that public policy must make distinctions in the social importance of goods produced—that food is more important than color television, that fuel to get to work is more important than fuel for airliners, that housing to live in is more important than vacation homes, that health costs must be controlled.

THESE LATEST REPORTS came as a renewed push was under way by a labor-church-civil rights coalition to generate support for the Humphrey-Hawkins Full Employment & Balanced Growth Act.

Bishop Thomas C. Kelly, general secretary of the National Conference of Catholic Bishops, put the problem into perspective in his remarks before a meeting of the Full Employment Action Council.

While minorities, young people, women and blue collar workers suffer a disproportionate share of unemployment, no group is immune, he said, adding: "In August, more than 75 percent of the unemployed were white. More than half were men; three out of every four 20 years old or older."

While the economic costs are enormous in terms of lost production and reduced revenues, the human toll is worse, he said, continuing:

"The loss of a job often sets off a chain of human suffering and deprivation within a family. The lack of work erodes confidence, self-respect and ambition. Frustration and tension affect marriage and family life and there is ample evidence of increased divorce and child abuse among the unemployed. The brutal experience of losing a job can lead to increased alcoholism, drug abuse, mental illness and even suicide, according to recent studies."

Bishop Kelly and others in the coalition called on Carter to extend his concern for the human rights of people abroad to the rights of those at home and to support full employment as the basis of his economic policy.

So the hope is that the President, in reassessing his priorities, will shift the focus of concern from inflation and a balanced budget to the struggle for full employment and a decent life for all Americans.

ANOTHER ECONOMIC downturn could develop in the next several months if the Administration persists in its wait-and-hope approach to recession-level unemployment, AFL-CIO Research Director Rudy Oswald, center, warned on Labor News Conference. Questioning him were Robert Dobkin, left, of the Associated Press and Robert Cooney of Press Associates, Inc. The AFL-CIO produced radio program is aired weekly on the Mutual Broadcasting System.

Meany on State of the Labor Movement

The following is the text of an interview with AFL-CIO President George Meany by Nick Kotz, excerpts from which appeared in the New York Times Sunday Magazine, Sept. 4, 1977.

KOTZ: Basically, what this story is trying to do in the New York Times magazine is take a long thoughtful view of where is the labor movement today, some of the history of where it has been, where it is going and so forth. I guess I would start out by asking you how is your golf game these days?

MEANY: Well, I haven't been playing much golf in this weather. I haven't played in a month. This hot weather makes it impossible for me to play—this terrible heat and bad air. But the last time I played, I didn't play too badly. I started to play 54 years ago and, after playing a couple of months, I made up my mind I couldn't make a living at it. So I've never been bothered much since. It's good exercise and good fun.

KOTZ: You have been a labor union leader for more than 50 years. Are unions better today, are they more effective, are they different, what's your assessment?

MEANY: Well, being a trade union official 50 years ago was quite a simple sort of a matter. You went on the assumption that the only reason that you didn't get good wages was that the boss wouldn't give them to you. Wages were very low, and actually in those days we were battling for the right to maintain a union. A good many of the strikes way back 50 years ago were for recognition. That was the chief demand—that the employer recognize the right of the union to exist, the right of the workers to maintain a union.

Now we've come a long way since that time. Collective bargaining has become quite complicated since those days. We have collective bargaining agreements with 150 issues, 200 issues laid on the table, and I would say that the unions have kept pace with the development of industry. We have people who are just as knowledgeable about business and business problems as the business people themselves. So when we meet them at the bargaining table we're meeting them on more equal terms than we were many years ago.

I would say the unions are better equipped today. They've kept pace with the modernization of industry. They know more about the cost factors that go into the issues laid on the table. When an employer now comes and lays his figures on the table, the people on our side are just as qualified to analyze those figures as the employer's side. In other words, he just can't tell us that profitability is down, because we've got the figures, we've got the information.

And I would say that unions are much more effective today than they were in those days.

Of course, the general attitude toward striking has changed too. Back in those days wages were very low and if you had a group of workers getting 50 or 60 cents an hour and you decided to recommend that they go out on strike—their only loss was 50 or 60 cents an hour. That's what they lost by going on strike. But now when the union members are making $15,000, $16,000 a year and even higher than that and living up to the standard that that wage indicates, with children going to college and maintaining two cars in a family and buying a home and paying for a home, the penalty on the worker for striking is much heavier. In other words, the responsibility of the union leadership is therefore that much greater. How do you keep workers going with that sort of an income and that sort of a standard of life, how do you keep them going? You don't have to just make up for the loss of 50 or 60 cents an hour, you have to make up for the loss of $15,000 or $16,000 a year, $300 or $400 a week.

So the position of most union officials, I find, is that they are very reluctant to strike. We used to have unions that were supposed to be strike happy. The minute they got into an argument with the employer, all they could think of was in terms of a strike. Well, that's no longer true. The unions are just as anxious to keep their people working as the employer is to keep his business going.

KOTZ: Some labor union officials say that the no-strike agreement in steel is a pattern, for the reasons you've cited and also because of the complexities of a world wide economy.

MEANY: Steel is a special case. But I still think their pattern could well be followed by other industries.

It's really not a no-strike agreement in the sense that they relinquished completely their right to strike. It's what they call an Experimental Negotiating Agreement, and the reason that this is of particular importance to steel is this: for many years, going back many years from the development of the present day steel union—the United Steelworkers of America—every time they approached the expiration of an agreement there were certain things that happened in the industry. There was a strike atmosphere created right at that time, and everybody who was in the business of buying steel to produce the things that they were producing started to buy steel. In other words . . .

KOTZ: They stockpiled.

MEANY: Stockpiling. And then the steel companies started to do certain things in preparation for a strike. They stepped up production so that they could have inventory on hand as a hedge against the strike. Then, of course, there was always the question of keeping the plants ready. They would have to bank the furnaces and shut them down after a certain time. So we had a number of cases where they went up to the deadline and did not strike. But still the effects of preparing for a strike on both sides were such that the entire industry would be disrupted for several months. We had situations where the Steelworkers felt they had a victory, and after the victory they had thousands of people unemployed for months because of the disorderly situation which was created in everybody preparing for and anticipating a strike.

Now this Experimental Negotiating Agreement says, in effect, that when this strike deadline comes there is going to be no strike. Everybody in the industry knows that on that date there is not going to be a strike. They are going to negotiate, and they are going to negotiate all of the issues involved and reach agreement on as many of those issues as they possibly can and then give the unresolved issues to binding third-party arbitration.

So that means that they are not surrendering their right to strike; they're sort of postponing their right to strike.

Now what is the worst that could happen with that agreement? The worst that could happen to that agreement would be for one side or the other to feel that the impartial third-party process worked to their disadvantage. Let's say the Steelworkers left some vital issue to the third party and the third party decided against them and they would then meet and say, "All right, we're bound to accept this for the next three years." But what would happen at the end of three years? That would be the end of the experimental negotiating process.

KOTZ: And you think that there are other industries where this sort of pattern might be adopted?

MEANY: Yes, I'm quite sure. We had one of our old time unions, in the old American Federation of Labor, that had an agreement going way back to the early 1900s. That's the old Amalgamated Street and Electric Railway Union. They had an agreement going back to the 1900s that they wouldn't strike, that they would leave all unresolved issues to third party arbitration and that lasted for many, many years. Finally it was broken in some way and they did have some strikes. But that is a voluntary agreement on the part of the people not to strike.

Now in the final analysis every union that signs an agreement, if it's for one year, two years or three years, they are saying in effect, "We're not going to strike for the next one, two or three years." In other words, every collective bargaining agreement is a no-strike agreement for a certain period of time.

And back about 30 years ago the major industries in this country went to what they call an impartial umpire to resolve issues that arose as to what each agreement meant. We had cases where the agreement would be signed and a couple of months later you would have some wildcat strikes where the union put a certain interpretation on what the agreement and what the language of the agreement meant and the employer put a different interpretation on it, and the result was a confrontation and a work stoppage.

So about 30 years ago all of the major unions inserted clauses in their contracts which said, in effect, we will not strike on the question of the interpretation of the agreement. We will leave this to the impartial umpire. And all the major industries have had impartial umpires, paid by both sides on a permanent basis, resolving these particular issues. And that, of course, has been quite helpful.

But I say that the strong desire to strike, which was more or less commonplace many years ago, no longer exists. The responsible union leader, while he is determined to maintain the right to strike, will recommend a strike only as a last resort. They are reluctant to put their people on the street. And I think that's all to the good—good for the unions and good for industry.

KOTZ: Let me ask you a question about inflation. Some labor economists say that with the complex problem of concurrent inflation and unemployment there is a need for a new mechanism which would provide mutual restraint by both business and labor. Would you comment on that?

MEANY: Well, let me say first of all, that every study that has been made—and these are made by people not only connected with the labor movement but people outside—has indicated that the inflation that we're going through is not due to wages. Wages are not making a contribution, as it were, to inflation; wage settlements are a reflection of a condition that already exists. The inflation that exists, of course, has an impact on wage demands.

From time to time we hear people talking about wage-price guidelines and mutual agreements on wages and prices and so on. This did not work when we had the wage-price freezes and phases back in 1971, 1972 and 1973. We had two years of so-called wage and price controls—imposed by Nixon under the terms of authority given to him by an act of Congress. Now when Nixon froze wages on the 15th of August 1971, he not only froze the wage increases that were in the negotiating process, but he froze wage increases that had already been agreed to. In 1969, for instance, a union would sign a three-year agreement, and the agreement said that in October 1970 they got a 5 percent increase; October 1971 they got an additional 5 percent or 4 percent or 3 percent, and then something further down the line.

When Nixon issued his Executive Order on Aug. 15, 1971, he nullified those existing agreements. He said that the wage increases that are coming to you on Oct. 1, 1971, you can't get. That's out, even though it had been agreed to by the union and the employer. And in a good many cases the agreement had been brought about with the intervention and the sanction and the participation of the federal government—through the Federal Mediation & Conciliation Service—helping them to reach the agreement. So that meant that wages were frozen—and not only were they frozen for the future, but they were frozen for contracts already negotiated and wage increases already agreed to.

Well, Congress took action and passed a bill in December 1971 which Nixon signed and which tossed that out, which said that that can't be. Then we had the so-called wage guidelines—5.5 percent—and that was the limit that anybody could get. And what happened on the price side? Nothing. There was no enforcement on prices at all—no enforcement on prices. There was no agency set up. The job of holding the line on prices was given to the IRS—the Internal Revenue Service—and it consisted of them picking up a telephone and asking somebody what they were going to do about prices, and there was absolutely no enforcement at all.

But there was widespread enforcement on the 5.5 percent because here you met the employer, who said, "Sorry, 5.5 percent is what the President said. This is the guideline and you can't go any further." So the thing was very inequitable. It was very unfair, and we got burned in that situation.

I would say that as far as I'm concerned, as far as I can see the picture, labor will not buy wage controls in any form. They won't buy voluntary wage controls. They won't buy guidelines. They won't accept the idea of guidelines put out by government, and they will not even agree to a system that Charlie Schultze has been promoting—the idea of prenotification.

Of course, this is a very, very impractical thing—the idea being that the union should notify the government 90 days in advance what their wage demands are in an upcoming collective bargaining session. Now in collective bargaining, when you get to the bargaining table you've got wages and God knows how many other items—fringe benefits, working condition on the job—and they're all related. In fact, when unions get a wage increase today through collective bargaining, only a portion of it is actually in the pay envelope. Other portions go for all those things that are beneficial to workers and that are a cost factor as far as the employer is concerned.

So it's utterly impossible for a union to say what its wage demands are going to be when you meet the employer on an agreement that expires three months from now and that you may settle at a quarter to twelve on the last night. It creates an impossible situation and no union is in a position, two or three weeks or two or three months in advance, to say what their final wage demand is going to be at the bargaining table. It may be a certain amount provided that other things are taken care of. It may be a higher amount if these other things are not being taken care of. So this is a very, very im-

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practical proposal, this Charlie Schultze idea. He started out talking about guidelines and then he talked about prenotification, and now he's back down a little further and he wants what he calls consultations.

Actually that's a little bit ridiculous because, as the President's chief economic adviser, he can consult with anyone that he wants. If he wanted to consult with me or the head of any union, they would consult with him. I'm sure that the steel companies were in consultation with him, and when the time came here a few weeks ago they raised their prices and there was just nothing he could do about it.

I recall, back before Nixon put on the wage freeze in August of '71, talking to Nixon somewhere in the spring of '71 about some of the problems that we had—inflation and so on. And he was very, very firm against using this power. He said he would never impose wage and price controls under any circumstance. And I said to him, "Well, if you do, if you're thinking about price controls, you had better think about some government agency to enforce price controls. You're going to have trouble if you come out with mandatory wage controls. You're not going to have any enforcement problems there, because every employer becomes an enforcer. Every employer becomes highly patriotic, highly civic minded and says well it's 5.5 percent—that's all you get."

I said to him, "You'll have to set up a government agency on prices." He said, "Oh no. Under no circumstances." That would call for a bureaucracy of three or four hundred thousand people to enforce prices. So there is no equity in the idea that the government can control prices and wages.

KOTZ: Moving to another subject, some other labor union leaders that I spoke with are concerned about dissatisfaction in the workplace, dissatisfaction of workers.

MEANY: That's always a problem. And the more automated and mechanized the workplace, the greater the dissatisfaction.

KOTZ: What do you think of some of the ideas that people are advocating—workers working in a team, so-called flextime, or worker representation on corporate boards?

MEANY: Worker representation on corporate boards is something that I find no sentiment for in this country. They have this in Germany. They call it co-determination. As far as I'm concerned it doesn't work. It puts union officials on the boards, but they have nothing to say in regard to the work conditions. They can't inject themselves into any of the problems of the workers that come up in labor-management relations. And frankly, my position—and as far as I know the position of American labor generally, in fact, I think that I reflect the thinking of practically all the labor leaders—we don't want to sit on the board of directors of the corporations that employ our members. We want them to run the corporations and we want to run our unions. We feel that this is the basis of the American free enterprise system, and we have no interest in labor union representation on the corporate boards at all.

KOTZ: Are there other ideas that unions should be pushing to deal with worker dissatisfaction whether it's flextime or . . .

MEANY: That is something, of course, that doesn't come in here. We don't get it here. It doesn't come across this desk, because it's a different problem in every industry. And every industry has to face up to those problems. The idea of more leisure time as an antidote to this boring situation where a worker is just doing one job and just repeating it day in and day out—that's been talked about. In fact a few years ago it was tried. Some groups went to four 10-hour days instead of five 8-hour days, which meant that every week they had three days of leisure time. That was tried in a few places, and in a few places it looked like it was going to work. But I think that, too, has been dropped.

I don't know what the answer is, frankly, to the situation where a worker finds his job is so monotonous that he becomes absolutely disgusted with it and where he is very very unhappy on his job.

This was never true of the highly skilled individual worker who was doing work with his hands and using his skill. I've never seen a highly skilled mechanic who had to use his skill every minute of the day—I've never seen him bored and unhappy with his job. But you put a fellow on an assembly line where he is performing one simple operation, and he's doing it 100 times an hour—that leads to a very dissatisfactory condition, and I'm sure IUE and I'm sure that the Auto Workers have this problem. Some places in the Machinists and other unions have this problem. But it's a problem, as far as I can see, that has to be solved in each individual case based on the conditions. I don't know of any hard and fast rule or any policy that can solve it, because the conditions are different in each industry.

IN RECOGNITION of his role in the passage of key civil rights, voting rights and fair housing legislation, the Trade Union Advisory Council of the National Urban League presented a plaque to AFL-CIO President George Meany in marking his 83rd birthday. From left are Cecil Smith, director of the league's Labor Education Advancement Program; Federation Vice President J. C. Turner, co-chairman of the council; Meany, Vice President Frederick O'Neal, also a council co-chairman, and Napoleon Johnson, director of the league's Economic Development Dept. Meany turned 83 on Aug. 16.

KOTZ: On a related subject, what about the quality of work? I've had union presidents including those in the skilled trades say that they are concerned about the quality of work. Marty Ward said to me, "As crazy as this seems we may have to go to an incentive pay to get our people to work a 40-hour week." He's concerned about the quality of work. Do you see some problem here or need?

MEANY: Well, if he sees a problem, then there must be a problem because this is a union that has always taken great pride in the skill of its individual members. This is a union that has an apprenticeship program which not only includes apprentices but it includes upgrading the skills of the journeymen, of the finished mechanic. This is a union that has had an arrangement with Purdue University where they bring their instructors in every year for upgrading. I think they have over 1,000 instructors now in their program and this has been going on since the late '40s. They go out to Purdue University every summer, and they have a program for a couple of weeks or so in which they upgrade their instructors.

If they hadn't had this program many years ago—I'm talking now about the Plumbers & Pipefitters—they would not have been able to supply the mechanics at Cape Canaveral, for instance, where they had hundreds and hundreds of mechanics. I'm sure the Machinists would not have been able to supply the mechanics if they hadn't had a program, not only to train apprentices but to upgrade the skills of their own members.

The difference in the requirement for a skilled worker today and when I was an apprentice and a young journeyman—there just can't be any comparison. I happened to go down to Cape Canaveral a few years ago, and I went through one of these launching rockets which was standing there on the pad, which was seven or eight stories tall and had an elevator in it. And I went through it, I went inside of it, and what's inside of those things? There's pipe, all sorts of metal contrivances, there's all sorts of pumps and all sorts of electrical contrivances. And to think that an ordinary mechanic could begin to do that work, the ordinary mechanic I knew 40 years ago, would be absolutely ridiculous.

The requirement, for instance, for a high school education—there is nothing frivolous about that, because with the type of work we get not only in installations like that at the Cape but in hospitals where highly complicated equipment is used, you've got to be in a position, in order to install that type of equipment, to hand a mechanic a blueprint or what they call a detailed drawing and say, "All right, here's your work." Well, unless you have a high school education, you couldn't even begin to read the blueprint and the instructions that accompany it. That's true for that union and the electrical union—and it's true also with the Sheet Metal Workers. I've seen the book of instructions that they have. It's that thick, for Sheet Metal Workers' working on air conditioning and things like that. For the installations now in construction industry—and when I say construction industry I just don't mean little houses or office buildings, I mean hospitals, oil refineries, all sorts of modern industrial plants with modern equipment and modern technique and modern methods—you've got to have highly skilled mechanics, and the quality of the work has to constantly improve.

KOTZ: You would say that it's improving?

MEANY: I would say that it's improving. There is no question about that.

KOTZ: Let's talk a little bit about labor organizing. You hear it all the time that the percentage of workers who are organized is steadily going down as the workforce gets larger. Are you concerned about this in terms of labor's power?

MEANY: What do you mean by labor's power?

KOTZ: Well, the more people you have organized, theoretically the more effective you are.

MEANY: When you look at the work force—90 million, 95 million, 98 milion people if you count the unemployed as still being in the work force—that includes everybody and it includes a lot of people. It includes, for instance, domestic servants, management people, it includes white collar workers. Now our percentage, compared to the rest of the world, has always been low as a percentage of the work force. For instance, in Sweden everybody is in the union, and everybody is in the political party which is connected with the union, which is another thing. We don't have a political party. We stick pretty much to the problem of the worker as a worker on the job, although we do have some political activity.

Our percentage has always been low. Now, I certainly am in favor of organizing the unorganized worker, because the unorganized worker never gets the wages and conditions of the organized worker. He, in a sense, represents a threat to those wages and conditions which have been achieved and which the organized worker has been trying to maintain. But the fact that our numbers are by comparison low has not prevented the American worker from having an effective labor union.

I would say that, despite the fact that our percentage of the work force is not near as high as it is in other industrialized countries, the organized American worker is better off—and, of course, the unorganized are better off, too, because as the organized worker's condition goes up the unorganized worker follows. He never reaches the plateau where the organized worker is, but as the organized worker moves up a step, he moves up a step.

I would say that the American worker—both organized and unorganized—has enjoyed better conditions, better wages, better conditions on the job than have the organized workers in any other part of the world. American workers—German workers; American workers — Japanese workers; American workers — British

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'...Eventually We'll Crack the South'

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workers; American workers—Swedish workers, or Denmark and the Scandinavian countries—our wages are higher, our living standards are higher. The children of America's workers have better educational opportunities and, of course, this is also part of labor activity because the public school system in this country 100 years ago really came about due to the activity of organized labor.

So I would say that despite the fact that our percentage of the organized total work force is much smaller than that of other countries, we still are able to come up with an end result that is certainly better than that of any other country on earth. The American skilled mechanic gets more by the hour, he gets more in actual consumer purchasing power as represented by wages than do the British workers, than do the German workers, than do the Japanese workers or the Scandinavian workers.

KOTZ: Some of the labor leaders I talked with are very concerned about the fact that manufacturing in all kinds of business is growing by leaps and bounds in the so-called Sun Belt—the South and the Southwest—and that organizing is very difficult there.

MEANY: Organizing is more difficult there; it always has been more difficult in the South. Resistance to union organization is much stronger. But I don't think that is going to stop the unions from organizing. I think that eventually we're going to crack the South.

I think as more and more firms move to the Sun Belt, the unions are going to be more and more active there. Maybe it will take a little more time, but I don't think that we're just going to fall over and play dead. And, in the final analysis, unions are created by workers. They come about because workers need them. Where workers don't need unions, you don't have unions. So I don't see why we should concentrate trying to organize people who don't want to be organized, who, in a sense, don't seem to have the crying need that other workers have.

So I'm not pessimistic about this movement to the South. We've always had trouble in the South. Employers are not as receptive. We have greater employer resistance. Of course, they want to maintain those low wage standards. This is the reason our textile industry left New England and went to the South. Of course, our unions are active there and I don't think that we're just going to roll over and play dead because of this resistance.

KOTZ: Some of the labor leaders that I've talked to are critical of both you and the AFL-CIO in that they would like the AFL-CIO itself to become involved in organizing. How do you feel about that?

MEANY: Well, you've got to understand the structure of the AFL-CIO. The AFL-CIO is a federation of autonomous unions that take care of their own business, make their own decisions. This building is owned by the international unions. We, in a sense, have no individual workers that belong to the AFL-CIO—the AFL-CIO is an association of autonomous trade unions. In a sense, the AFL-CIO is a federation to some extent like the federal government. It's like the Fifth Avenue Association in New York. The Fifth Avenue Association embraces all the merchants on Fifth Avenue who desire to belong to the Fifth Avenue Association. But each one runs its own business.

Now, what the AFL-CIO does on organizing and has done since its inception is to be available and to assist. We assist organizations that go on strike and we give them not just financial help to whatever extent we can, but we give them technical help. We give them people to help talk to workers, to write pamphlets and do all of the publicity work in connection with a strike—not only a strike but an organizing drive.

KOTZ: Do you think that that's the proper role?

MEANY: I think that's the proper role. I don't think that the AFL-CIO, because of its structure, could take over the job of organizing. We do help and we help to a great extent. Otherwise we could run into difficulties, and this is something that has to do with the behavior of our unions, one to another. For instance, you take an unorganized plant and in that plant there are workers who could be properly represented by three different unions or four different unions or two different unions. Now, we can't go in and organize that plant. In fact, we can't help anybody to organize that plant unless each of the unions involved agrees that they want our assistance. In other words, we couldn't go in a plant where union X wants to organize and help them organize all the people that would properly come within the scope of their jurisdiction and, in addition, organize people who would properly come within the scope and jurisdiction of another union. We would have an internal conflict created by the fact that we were trying to help them organize.

Now we do have an organizing department; we have regional organizers; we have regional branches. We work through the central bodies; we work through the state federations of labor; we work through our regional directors. And we give as much assistance as we possibly can.

But the initiative has to be taken by the various individual unions. If we were to take on this job and say, all right, we're going to do the organizing, when we organize them where do we put them? We don't keep them; we don't have individual members, so if you organize a plant where do you put it? Do you give it to the Electrical Workers, do you give it to the Machinists, do you give it to the Sheet Metal Workers, and so forth? So you see the possibility of controversy and trouble there.

KOTZ: Let's talk about the Carter Administration. How do you feel about President Carter? Are you happy with him, or are you unhappy with him?

MEANY: I wouldn't say that I'm unhappy with him. I give him great credit for some of the things that he has done and some of the things that he is trying to do.

For instance, he's hit this energy thing head on. Now that doesn't mean that we agree to everything that he proposed in the energy bill, but I think he deserves great credit for putting this very vital, critical issue squarely before the country.

This issue of energy sufficiency and the need for energy to keep this country going existed before the so-called Arab boycott—the oil boycott. We were talking about it several years before. We had Executive Council studies where we could see that we were going to run out of energy somewhere down the line.

Of course, the Arab boycott brought this thing right home. At the time of the boycott, the Nixon Administration got all het up about conservation—let's conserve energy. And there was some indication that there was a gasoline shortage. We had lines at the filling stations. We had some states where they came out with a ruling that you could only buy gas, if you had an even numbered license plate, or an even numbered day. So we went through three or four months of this and we were in touch with the Administration officials, the Treasury Dept., Bill Simon, George Shultz and others. And they were all talking about this terrible thing. But somewhere along about March of 1974 the thing was forgotten and gas pumps were loaded again and people said, "What the hell were they talking about? There wasn't any shortage."

There are an awful lot of people in this country who don't believe that we have a shortage. I don't agree with them. I think that down the line, the way that we are consuming oil, the way our imports of oil from the OPEC countries are growing by leaps and bounds, I think it's a crisis situation. And I give President Carter credit for trying to do something about it.

I think setting up a Dept. of Energy, where he brought together all of the various federal agencies that had something to do with energy into one department with a Cabinet rank, I think that this was a great big plus.

I don't feel that he got the response from the public that he should have and that I thought he would get. If you recall, he said four months ago that we are facing a situation that is a moral equivalent to war. Now, that might have been making it too strong but I don't think so. I think that we'd be in a chaotic condition here if we had another Arab boycott. And who can say it won't happen? Sure, we're doing everything that we can to bring about peace in the Middle East—Carter and Secretary Vance are working at it all the time. But who can say that we won't reach an impasse again, where Syria or the Saudis or Egypt or somebody decided, "We're going to settle this by force," and if they do we're going to have another Arab boycott, and if we have another Arab boycott I think it would be chaotic.

I think Carter's warning to the American people was certainly justified, but he is not getting the response, as I see it. The American people are not conserving energy. The habits of a certain life style in this country that has developed over the years are not conducive to conservation of energy. Every kid in a family where they have a car or two cars, every kid reaches his 17th birthday, he becomes a driver. He has already trained in high school and he gets his license, and when he gets a license, boy, he wants to get in the car. People don't walk anymore. Cars are used for the shortest distances. Nobody walks, everybody rides, and the idea of conservation has certainly not gotten home. I don't think President Carter has received the response that he deserved.

Now, what they're trying to do with this energy proposal is to curtail the use of energy by using the tax process. And when you do that, of course, you run into the possibility of inequities. For instance, this business about the gas guzzlers. They're going to tax the gas guzzler, and they're talking about the Lincolns and the Cadillacs. The owners of the Lincolns and the Cadillacs couldn't care less. They are not going to use one gallon less. It's going to cost a little more, and they're going to pay it out.

But what about the family with a lot of kids, whose only vehicle, if they live out in the suburbs, the only mode of transportation is one car and it happens to be a station wagon? I'm not an expert in this but I'm sure station wagons would be classified today as gas guzzlers. If they're going to pay a $350 tax, that's a real burden on that family. But to the fellow driving the Lincoln or the Cadillac or the great big Chrysler, this $350 tax doesn't mean anything. So there are inequities created in this legislation.

But I think President Carter must be given tremendous credit for at least hitting this energy problem head on, doing something about it. President Ford, President Nixon before him—nobody has hit this thing, and I think Carter deserves great credit for bringing this critical situation right to the American people and trying to do something about it.

That doesn't mean that I agree with all his energy proposals. We analyzed them at our May meeting and I would say that 75 percent of what he proposed we were very much in favor of, but there were other parts of it that we felt were inequitable and would put too great a load on the fellow who has to use a car to go to work. This proposal for an additional 5-cent tax each year was sort of using taxes to punish people—or punishing everybody involved because gasoline consumption was not going down.

KOTZ: How do you rate the President on labor issues in the broadest sense? For instance on unemployment, you wanted him to do far more in the way of job creation.

MEANY: Well he's doing quite a bit on job creation and while we would have liked to see him do more, I think we've got to give him credit. For instance, we wanted $10 billion for public works in the original stimulus package, and he came up with $2 billion. Well, Congress upped it to $4 billion, so there was something done there.

He's added a number of public service jobs. He's signed an accelerated public works bill and the Youth Employment Bill. All of these things are helpful but they do not meet the problem of long-term, hard-core unemployment in the private sector. In other words, these are jobs which are going to be paid for out of the public treasury in one form or another and will be getting people off the streets at least temporarily for a year or so. But it's not meeting the long-term problem.

KOTZ: What do we need there?

MEANY: Well, if the government could do something about interest rates for housing, it would give the economy a terrific shot in the arm. It would create jobs in the private sector directly. It would create many, many more jobs indirectly. We need a housing boom. The people need the houses, and I think that the principal factor holding them back is the cost of money, the cost of long-term mortgage payoff and interest rates. Even if the price of the house is relatively high, if the prospective buyer can get the down payment, the high price doesn't scare him. What scares him is paying interest for the next 35 years at 10 percent. That's what knocks him off.

And I think that if there could be some allocation of the available credit for a certain amount of housing at lower interest rates, this could be helpful.

I think there could be a terrific job done on the railroads of this country in the refurbishing of railroad beds. I happen to be a railroad buff. I like to ride trains; I always did like to ride trains. When you look at our trains and compare them with the European trains, you'd be ashamed of the American trains. Not because we can't manufacture the rolling stock, but we can't get the speeds because of the antiquated conditions of the roadbed, and I think this is something the government could look to. This would provide employment for quite a few people in the private sector with federal assistance.

I think there should be greater federal subsidies for

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'...A Lot More Can Be Done for Jobs'

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low-cost housing. I also think we could spend a lot of money on mass transit. I think we could do two things there—provide rapid transit and at the same time take some of the load off the roads and take some of the load off the automobiles and that way conserve energy.

I think the accelerated public works program should be increased tremendously. This is a program where communities, counties, cities, states have projects ready to go that are past the blueprint stage and the only thing holding them up is the lack of money and, of course, this is what we're doing in the accelerated public works program now. I think that could be increased tremendously. I think that would be helpful.

But I think that one of the principal items in our inflationary picture is interest rates, and I'm just wondering if something can't be done to bring down interest rates or to allocate a certain amount of the available credit for socially useful projects. We've got a lot of money lying around going for investment. If you open up a casino in Las Vegas, you can get millions of dollars here and millions of dollars there. Why can't we get some of those millions of dollars and use it for housing?

So on the short term business of providing jobs, I think Carter has done well. On the long term question of trying to provide jobs in the private sector, I think there's a whole lot more that can be done.

KOTZ: Would you give him a general rating? I realize that I'm asking for a generality. Excellent, good, fair?

MEANY: I would say he is doing quite well. Let's put it that way, as a general rating.

We have had our problems with him. We had our problem with him on minimum wages. We felt that he was advocating a minimum wage that was too far below the poverty level. But we reached an agreement on that. He came up a little and we came down. We came down a little more than he came up, but we did reach a figure that we hope Congress will enact.

I think his position on human rights really represents the American tradition. When he speaks of human rights, he is speaking of something that we have in this country—that every American believes in. I think he's got to be given a great big plus on that.

I don't know how some of these super duper diplomats over in our State Dept. look on it. They might look upon it as something that would interfere with our relations with some of the other countries of the world. But I hope that he doesn't moderate his statements. I hope he sticks to his guns on the whole question of human rights in dealing with all sections of the world.

KOTZ: Do you think that labor has lost some of its political clout?

MEANY: When you talk about political clout, I don't know just what you mean. If you mean labor's ability to influence elections, the answer is no, we have not lost our clout. We were much more effective last year than we ever were in our history.

KOTZ: I understand that.

MEANY: We were much more effective at every level. We turned out more people on Election Day. We registered more people. We got more people out to vote. And I would say that as far as I'm concerned—and I have followed COPE activities for years—the finest year that we ever had was 1976.

Now, if you are talking about translating that into legislation, we have a rather cloudy situation over there. We have a great Democratic majority in both branches. Of course, you want to bear in mind we don't support all Democrats. We support some Republicans, and in some cases we don't support anybody. In other words, there are Democrats that get elected that we just can't see supporting or in some cases, even see trying to stop them, because they are districts where the Democratic nomination is tantamount to election.

But we did support a tremendous number of Democrats. We liked the Democratic platform. And we are having quite a bit of difficulty translating the Democratic platform into legislation in a Congress that is dominated in both Houses by the Democrats.

Now, I'm sure that we don't have leadership problems over there. We are getting all the cooperation that is possible, I think, feasibly possible, from the leadership. But, I don't think Tip O'Neill is getting the full cooperation from that great big Democratic majority.

KOTZ: Is part of the problem the situation of American politics in the late '70s, that these people are less ideological, less responsive to institutions such as labor, and that they think the American people are more conservative whether they are right or not?

MEANY: I think there is something to that too. I think especially among these newer members of Congress, whether they are Democrats or Republicans, they are as you say less ideological and they are more conservative. But these things run in cycles. We are plugging away on our program. We have labor law reform. We have minimum wage. And we have several other items that we are pushing over there.

KOTZ: A number of people said to me that the answer for labor liberal political strength today is going to require greater cooperation between labor, women's groups, civil rights groups.

MEANY: That could be. But, we have always tried to work, for instance, we worked with the Leadership Conference on Civil Rights for years, with Clarence Mitchell for the NAACP and with the Urban League and other organizations representing the blacks. And, as far as I'm concerned, I'd be interested in strengthening that sort of alliance.

We have good relations with the women's groups. We realize that when we are talking about unemployment being greater for certain groups, the teenagers have a higher unemployment rate, the Vietnam veterans have a high unemployment rate, the blacks have a higher unemployment rate than anybody else, all out of proportion. The highest rate, I guess, is the black teenage rate. And believe me that's not 40 percent. It's closer to 60 percent.

And I think this is a very bad thing for the future of the country. What kind of a country are we going to have when we have hundreds of thousands of young people who grow to manhood without ever having a job? And who grow to manhood in a state of absolute frustration because there is no use even looking for a job? The black teenage rate of 39.4 percent or whatever it is, represents those who are still registering for jobs. But they took a survey in New York and found out that it wasn't 40 percent. It was over 60 percent. They have just gotten tired of looking for jobs, they don't want to register any more, and that's it.

That's true also of our over-all unemployment rate. Our unemployment rate is not 7 percent. Our unemployment figures are based on information from the government. The Bureau of Labor Statistics can tell us how many people, how many hundreds of thousands of people have stopped looking for work because they have become discouraged. But they are not reflected in the unemployment figures. They can tell us how many people are working half of a week. They are not reflected in the unemployment figure. Our computation of the unemployment figures, based on what they give us, is 9.8 percent.

KOTZ: Many American unions are worried about the loss of jobs to cheap overseas imports. Is there a need to attack this problem by having multinational unions?

MEANY: Well, that I don't see. I can see cooperation. And I'm for more cooperation between unions overseas and unions here. We have many of our unions who hold membership in the international trade secretariats, which are trade organizations in a particular field like the metal field and transportation and so on. But when you talk about multinational unions, that's an entirely different animal, and I don't know how it would work. In other words, what you are saying in effect is that where a number of jobs go from the United States to Germany for instance, or to Japan, where we have friendly unions, that we would expect the German unions or the Japanese unions to cooperate with us to see that we didn't lose those jobs. Now that wouldn't work.

What I think should be done, is to have some kind of fair quota system. Let me take some figures out of the air—five years ago 18 percent of our consumption of a particular article came from overseas and now 52 percent comes from overseas. What we are saying and we have been trying to say to the Administration, is let's stop this erosion. Let's say to these people overseas, "All right we give you 40 percent but, for God's sake, let us keep the 60 percent. Don't keep eroding our industry to the point where you are going to destroy it."

Now Bob Strauss worked out some kind of agreement in color televisions and in certain types of shoes that were not really too satisfactory, but they were based on the quota system. And we are told that this goes against free trade. But there is really no free trade in the world today that I can see. There isn't a country we do business with that doesn't have some restrictions or some subsidies to protect their people. We are told that if we put on restrictions that would bar or reduce or make it difficult for people to export to us, there will be retaliation. To me, this is nonsense on the record because, as far as I know, we have never retaliated against another country that blocks us. And they have all sorts of methods of favoring their own industries against ours.

So what we are saying, in effect, is we should get some protection, and I don't buy the idea that looking for protection for American workers is evil. People say, "oh you are going to be a protectionist," as if that is a real evil.

You know for many, many years, after they agreed to the so-called reciprocal trade pacts back in the '30s, the American trade union movement was completely free trade. We wanted no restrictions, no high tariffs. But it's a different world today. We are exporting, actually exporting, American jobs overseas. We are using American technology, American machine tools, American know-how, American managerial skills and everything else in other parts of the world, but we are not using American labor. We are using local labor.

Now, carry this out to the end of the road. We'd get to the point where we would be a nation of service people. In other words, we would be shining each other's shoes. We wouldn't be producing anything. We think this is the real danger. And here, of course, we have a difference with the Administration. But we are going to keep plugging away at it.

For instance, this quota on color televisions. Instead of taking the average of the last five years, they took a figure based on last year which was the highest in history. We felt this was very unfair, but at least it is an application of the so-called quota theory.

KOTZ: What about competition to American workers from illegal aliens? Are you satisfied with Carter's immigration bill?

MEANY: Well, I haven't had a chance to really get in depth on this one. Here again, I think you have to give Carter credit for at least trying to do something about this problem. There has been nothing done about this problem. We have no enforcement. We have a helicopter, one helicopter on the Mexican border. I was talking to Castillo, who is the immigration commissioner, the other day and he told me that on the 2,000-mile Mexican border we have only one helicopter.

Nobody knows how many illegals there are. I haven't had a chance really to study the bill, but I think the Carter proposal is weak. I don't think there is the enforcement there. I think you have to get enforcement by putting a real penalty on the employer. There are employers who make a regular business of hiring illegals. They go in and they chase them out of the factory, and in a week they are all back.

This is a real problem. What jobs do they take? They take, of course, the poorest paid job because they can't be choosy and they can't assert any rights because if they do they face—you know, some of the employers tell them, "You had better behave yourself and if you don't we will have you deported."

Now, as for the amnesty idea, I personally think that this is proper. I don't think you could take 8 or 10 million people and say, "well, hell, you have been here for years illegally and we are going to deport you." I think that would be inhumane. What he is doing is giving legal status to those who were here before Jan. 1, 1970, and those who came between Jan. 1, 1970, and Jan. 1, 1977, are still illegal but they are going to be allowed to remain, at least for the time being.

I noticed that they had a massing on the Mexican border, a couple of hundred thousand people trying to get across, and I'm just wondering, I'm skeptical as to whether the Carter proposal is going to solve this problem. But, again I give him credit: At least he is facing up to the problem and trying to do something about it.

KOTZ: Congressman Claude Pepper has a bill that would eliminate the mandatory retirement age. Do you think this is a good idea or not?

MEANY: Well, I'm personally opposed to mandatory retirement. Have been for a long time. I don't know. I haven't seen Pepper's bill, but my attitude would be to leave this to collective bargaining.

KOTZ: Talk to me, if you would, briefly about your future. Do you think you will run for re-election? Do you feel good? Do you want to keep going?

MEANY: As of now—after all, this is August and the convention is coming up in December—if my health is as good as it is now, I'll be running for re-election. But, I'm not kidding myself, it is getting near the end of the road. I have no plans otherwise, but that doesn't say that I couldn't change my mind. But, as of now, that's my plan.

Focus on Unemployment:

Rallies Press Action For Jobs Legislation

Leaders of the Full Employment Action Council announced they have won commitments from Democratic leaders in Congress to push for passage of the Full Employment & Balanced Growth Act—the Humphrey-Hawkins bill.

The council's report highlighted a post-Labor Day week of nationwide activities aimed at focusing national attention on unemployment and its consequences.

The bill would create a structure and timetable designed to coordinate federal policies and programs with the aim of reducing unemployment and balancing economic growth.

Steelworkers President Lloyd McBride said his union supports the full employment coalition and that the fight for the Humphrey-Hawkins bill should continue. He pointed out it is part of the Democratic platform and "I don't think we should let them forget it."

Auto Workers Vice President Irving Bluestone described the meeting with House Speaker Thomas P. (Tip) O'Neill as "positive and affirmative." He said the meeting on the Senate side—with Senators Edward Kennedy (D-Mass.), Alan Cranston (D-Calif.) and Jacob Javits (R-N.Y.) and a representative of Harrison Williams (D-N.J.)—was "very, very heartening."

Machinists' Sec.-Treas. Eugene Glover charged the unemployed were being used as "pawns" in the economic strategy of fighting inflation. Glover listed the nation's needs as rebuilding the inner cities, providing mass transit, developing such energy alternatives as solar heating and attacking other problems. "What is lacking is planning," he said in urging support of the Humphrey-Hawkins bill.

Claire Randall, general secretary of the National Council of Churches, reported that more than 3,000 sermons on full employment were preached on Labor Day Sunday. She said she was impressed that the Congressional Black Caucus met with President Carter and "raised an alert" over high unemployment, especially among black teenagers.

Speaking for the Black Caucus, Rep. Parren Mitchell (D-Md.) declared that "now is the time for pressure." He protested against what he said was a national policy under former President Ford to keep people unemployed to fight inflation. "We are waiting for Carter to unratify it," he added.

Mitchell urged the coalition organizations to "go for broke" with the President and Congress until full employment legislation is enacted.

Bishop Thomas Kelly, general secretary of the National Conference of Catholic Bishops, urged President Carter to extend his "genuine and impressive concern for human rights abroad" to the right of Americans to jobs at home.

Murray Finley, president of the Clothing & Textile Workers, and Coretta Scott King presided over the conference as co-chairpersons of the council. Mrs. King thanked labor and the churches for their support of Full Employment Week activities.

FULL EMPLOYMENT WEEK rally in New York's Herald Square heard speakers call on the Carter Administration to step up federal job creation programs to ease the nation's nagging unemployment problem. Similar demonstrations sponsored by the Full Employment Action Council were held in a number of communities across the country Sept. 4-10.

Free Trade No Bargain For Clothing Buyers

A new study on retail price markups in the American apparel industry disproves the conventional theory that "free" trade pays off in lower prices for consumers.

Vladimir Pregelj, an economist for the Library of Congress, compared retail prices and markups for imports and U.S.-made clothing and found that consumers usually were charged the same.

Retailers in the highly competitive apparel industry refuse to divulge their pricing policies, so Pregelj drew largely on congressional testimony by the Ladies' Garment Workers, the Clothing & Textile Workers, and the AFL-CIO in completing his study.

The union surveys showed that retailers set their prices by marking up the wholesale cost of U.S.-made garments by 50 percent—and that they set the same prices for similar imported apparel even though their costs may be as much as 30 percent less for imports.

Thus, a man's imported suit that costs $45 wholesale often sells at the same price as an American-made suit that cost $70 wholesale. The result is an extra $25 profit for the retailer and no cost saving for the consumer.

The Pregelj study was undertaken at the request of the House Ways & Means Committee. Rep. Charles A. Vanik (D-Ohio), chairman of the Ways & Means subcommittee on trade, said that the study's central conclusion — that consumers do not benefit from low-cost imports—may apply not only to imported apparel but to all imported textiles, including bedding and upholstery fabrics.

The Ladies' Garment Workers in recent ads in major periodicals, including a New York Times Sunday fashion supplement, made the same observation as Pregelj: that retailers are charging the same price for an item of apparel whether it is made in the United States or in a low-wage country such as Taiwan or Mexico.

The ILG ad depicted two identical bras made by the same company and bought in the same store for the same price—$6. One, however, was made in the United States where garment workers wages average $3.57 an hour, while the other was made in Mexico, where the average wage for garment workers is 56 cents an hour.

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Carter, Unions Exchange Views For Improving U.S. Postal Service

(Continued from Page 1)

it is not controlled by the Executive Branch or Congress. The House Postal Operations & Services subcommittee has scheduled hearings Sept. 20 on a bill sponsored by Rep. James M. Hanley (D-N.Y.) and Rep. Charles H. Wilson (D-Calif.) which among other things would return appointment of the Postmaster General to the President. The measure is supported by the unions and supervisor associations, as well as the AFL-CIO.

In a position paper submitted to the White House, the group warned of growing deterioration within the USPS, and blamed the situation on structural and organizational weaknesses and on the "mistaken" idea contained in the 1970 law that the agency should make money or at least break even. The paper listed eight recommendations for improvement, including presidential appointment of the Postmaster General to "assure greater accountability to service concepts."

The statement charged that the board of governors "has simply acted as a rubber stamp for the Postmaster General and top postal management," and declared: "Its history has proven that the board has had no positive effect on managing postal affairs."

Meeting with Carter in a rare show of labor-management unity on postal matters were Letter Carriers President J. Joseph Vacca; Postal Workers President Emmett Andrews; James L. LaPenta, director of the Laborers' federal-public service division which includes the Mail Handlers; President Clifford E. Edwards of the unaffiliated Rural Letter Carriers, and Donald Ledbetter, John Goodman and Eugene B. Dalton, presidents respectively of the National Association of Postal Supervisors, the National Association of Postmasters, and the National League of Postmasters.

The organizations represent 95 percent of the country's postal employees, or about 600,000 workers.

In the statement, the seven organizations called upon Carter to intervene in behalf of USPS's 77 million household patrons to initiate reforms "to sustain or improve the service and to insure its financial integrity."

"The situation deteriorates to less manageable crisis proportions each year," they charged. Only slight cosmetic changes were made last year in the 1970 Postal Reorganization Act, they noted.

"Presidential decisions must be forthcoming now as reform of the Postal Service in 1970 and 1976 fell short of the mark," the union and organizational leaders declared.

"If something is not done," they told Carter, "your Administration would be saddled with a potential loss of 200,000 jobs while you are already hard put to do something about unemployment of 7.1 percent."

During the meeting Carter indicated his awareness of the "morale problem" within the USPS and said "he recognized the deterioration of service," APWU's Andrews told newsmen.

"The meeting as a whole was beneficial," Andrews said. "We combined our forces, both sides of the table, to emphasize our feeling for the crisis that exists today. I think the President fully realized that. We drummed that point home."

LaPenta noted that Carter took a full 10 minutes to respond to the group's presentation. The President spoke of citizen complaints about postal service that invariably cropped up during last year's campaign, LaPenta said, and added that Carter emphasized he was "an activist President" and not afraid to take responsibility.

"It was a good give-and-take meeting, and I expect positive results to come from it," he said.

The thrust of the delegation's quarrel with the USPS goes to the philosophy that it should break even or make a profit on its operations, the concept embedded in the 1970 legislation establishing the Postal Service as a quasi-public agency.

"Fundamental to any effective effort to put the nation's postal service on a proper course is the need to abandon the mythology which contains the notion that the Postal Service is a business and not a public service, and that it should be run according to the forms and methods of private enterprise," the group declared.

Among the group's other recommendations were retention of existing postal services, including six-day delivery, and restoration of services which have been cut back; assurance of a prominent USPS role in the burgeoning telecommunications field; keeping intact the private express statutes giving government a monopoly on first-class mail delivery, and long-range public service planning.

Survey Finds Deception In 'Help Wanted' Ads

New York—A Long Island, N.Y., consumer-interest group released the results of a survey of personnel agencies in the New York area showing that about 80 percent of their "help wanted" ads were either false, misleading, deceptive or for non-existent jobs.

The finding bolsters organized labor's contention that newspapers are not a reliable indicator of available jobs, AFL-CIO Research Director Rudy Oswald observed.

The survey by Long Island Consumer Action, Inc., was carried out by 24 Brooklyn College students who answered 134 job ads in the classified sections of Newsday, the New York Times, the New York Daily News and the New York Post. The students contacted the agencies and, in many instances, actually went as far as the interview stage.

Richard M. Kessel, a member of the Brooklyn College teaching staff who directed the group, said that the two major forms of deception appeared to be misleading information and the non-existence of many advertised jobs.

Kessel said he would contact the New York State Labor Dept. and the editors of the newspapers to seek more stringent regulations for the placement of help wanted ads.

"These agencies are picking upon the remains of many frustrated job seekers who are trying to land themselves a decent job," he said. "Unemployment statistics do not reflect the many people who give up looking for a job. False advertising is one reason why.

"There ought to be strict regulation of these ads, from both the government and the media which run them."

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House Unit Rejects Move To Weaken Law Reforms

AT SENATE HEARINGS on labor law reform, the Clothing & Textile Workers brought in workers who lost their jobs 21 years ago when the Darlington, S.C. mill closed down in reprisal against a vote for union representation. The union's organizing director, Paul Swaity, is shown with former Darlington workers Louise Buck and Ruth Carnes.

Plan Wins 2-1 Vote in Committee

By David L. Perlman

The Administration's labor law reform bill will go to the House floor with its key provisions intact and a strong committee endorsement.

Every attempt to weaken the bill with employer-sought amendments was rejected in committee by margins greater than 2-1. The only changes were minor and acceptable to the bill's sponsors.

The legislation is expected to come to the House floor for a vote early in October. To meet that timetable, the full House Education & Labor Committee took up the bill directly, skipping the usual procedure of first voting on its provisions in subcommittee.

Congress is expected to adjourn in late October. But Senate hearings have already begun on a companion bill and Senate floor action is expected early in the second session.

As reported to the House, the legislation would speed up NLRB procedures to minimize both red-tape delays and, most importantly, the deliberate delaying tactics used by employers to stall an organizing drive and frustrate worker efforts to exercise their right to union representation and collective bargaining.

Representation elections would normally be held within three weeks of a union's petition for a vote—in most cases within 15 days of the time the employer has been notified of the petition.

Unions would be given an equal opportunity to communicate with

(Continued on Page 3)

Real Wages Continue in Sharp Skid

Another drop in real earnings last month put American workers deeper in the hole even though retail prices rose only a moderate three-tenths of 1 percent, the Bureau of Labor Statistics reported.

The further erosion in workers' buying power resulted from a combination of higher consumer prices and a decline in average weekly hours on the job. BLS said that the real spendable weekly earnings of a married worker with three children tumbled to $94.43 in August, a six-tenths of 1 percent decrease from the seasonally adjusted July level. The same worker five years ago averaged $96.64 a week in real spendable earnings.

Over the year, real spendable earnings were up by 2.8 percent, but the rise was due to lower income tax withholding rates under the more liberal standard deduction that went into effect in June.

The increase of three-tenths of 1 percent in retail prices still left the government's consumer price index 6.6 percent higher than it was 12 months ago. The August index was 183.3 percent of its 1967 base, meaning that goods and services costing $100 a decade ago cost $183.30 last month.

Continued moderation in food prices was largely responsible for holding down the August rise in the CPI. Food prices rose three-tenths of 1 percent after a one-tenth of 1 percent increase in July. Economists generally agree, however, that the cooling trend in food prices is unsustainable in the months ahead as the growing season nears its end.

Prices for commodities other than food also rose three-tenths of 1 percent, continuing the moderate trend in this component of the index evident since February. Charges for services rose five-tenths of 1 percent, compared with increases averaging eight-tenths of 1 percent in each of the preceding seven months.

The August CPI increase, the smallest rise in nine months, compared with monthly increases averaging seven-tenths of 1 percent in the first six months of 1977.

AFL-CIO Research Director Rudy Oswald said that the modest rise in last month's CPI bears out organized labor's contention that "the major problem facing the country today is unemployment rather than inflation."

Prices of food sold in grocery stores rose two-tenths of 1 percent last month, after adjustment for

(Continued on Page 3)

Carter Okays 7.05% Rise in Federal Pay

President Carter has approved a 7 percent pay raise for the federal government's 1.4 million salaried employees and for 2 million persons in the military services.

The 7.05 percent increase was the "comparability" figure recommended to Carter by a Cabinet-level committee and endorsed by a private-sector advisory panel.

While government unions had argued for a higher amount, the increase was the highest since 1969, when a special catch-up raise of 9.1 percent was intended to bring federal salaries up to the level of comparable private industry jobs.

Since then, President Nixon and Ford held annual pay adjustments below full comparability through a series of wage freezes and cutbacks

(Continued on Page 8)

Battle Lines Form:

Senate Slates Action On Minimum Wage

Senate leaders have scheduled the minimum wage bill for floor action the week of Sept. 26, and its supporters are hopeful that it will be passed with fewer scars than the version that was amended by the House.

Many of the same amendment battles will be refought.

The House rejected the employer-backed proposal for a subminimum wage by a single vote. But the AFL-CIO and its allies in the minimum wage coalition are mobilizing to beat a renewed attempt in the Senate.

Still uncertain is the formula for future increases in the minimum wage.

The House defeated the indexing concept, the labor-supported provision that would have automatically raised the wage floor in future years to keep it at 53 percent of average factory wages. But to get a majority against indexing, the amendment's sponsor had to agree to a larger series of step-ups than he had originally proposed. The House bill would raise the wage floor from the present $2.30 to $2.65 in January, $2.85 the second year and $3.05 the third year.

That's still below labor's anti-poverty goal so a strong effort will be made to get the Senate to improve on the House version.

The bill that came out of the Senate Human Resources Committee includes a labor-supported provision that would require employers to pay at least 80 percent of the minimum wage to workers who get tips from customers. Present law allows an employer to pay only half the minimum wage to a tipped employee, and the House refused to alter that formula.

In the Senate, the minimum wage coalition hopes to counteract the damage done by a House amendment that would strip minimum wage coverage from an estimated 3.8 million workers, mostly in retail and service establishments.

Under the guise of helping small business, the House took the first backward step in the Fair Labor Standards Act since 1949.

The law now excludes from cov-

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Pregnancy Benefit Parity Advances As Congress Counters Court Ruling

The Senate voted 75-11 approval of a bill that would require a company to provide the same fringe benefits to women employees unable to work because of pregnancy that it gives to workers temporarily unable to work for other physical reasons.

Its passage was a victory for a coalition of unions and women's organizations that was formed in the aftermath of a Supreme Court decision last December in a case involving General Electric's disability insurance plan.

The Electrical, Radio & Machine Workers (IUE) had challenged the exclusion of pregnancy-related conditions from General Electric's otherwise comprehensive plan.

It argued that such an exclusion violated the ban on sex discrimination in employment that is contained in the 1964 Civil Rights Act. The AFL-CIO and the Auto Workers endorsed that argument in supporting briefs, and federal appellate courts so ruled. But a 6-3 Supreme Court majority decided otherwise.

The Senate bill, now awaiting House action, would amend the Civil Rights Act to remove any doubts as to the intent of Congress.

Its chief sponsor, Sen. Harrison A. Williams, Jr. (D-N.J.), stressed that the bill would not require an employer to provide pay or hospital insurance benefits for any pregnant worker unless such benefits were provided for other disabilities.

The requirement for equal fringe benefits would take effect either July 1, 1978, or 180 days after the bill becomes law, whichever is later.

An attempt by Sen. Orrin G. Hatch (R-Utah) to limit disability

(Continued on Page 8)

Humphrey's Visit Stirs Convention

St. Paul, Minn. — Delegates to the Minnesota State AFL-CIO convention cheered and cried and applauded until even the most work-calloused hands were sore in labor's welcome to Sen. Hubert Humphrey on his first public appearance since leaving the hospital.

It was an emotional reunion on both sides of the speaker's lectern.

"A fellow that doesn't have any tears doesn't have any heart," Humphrey said after wiping his eyes.

The former Vice President, in an applause-punctuated 40-minute speech to the convention, talked about unemployment and social

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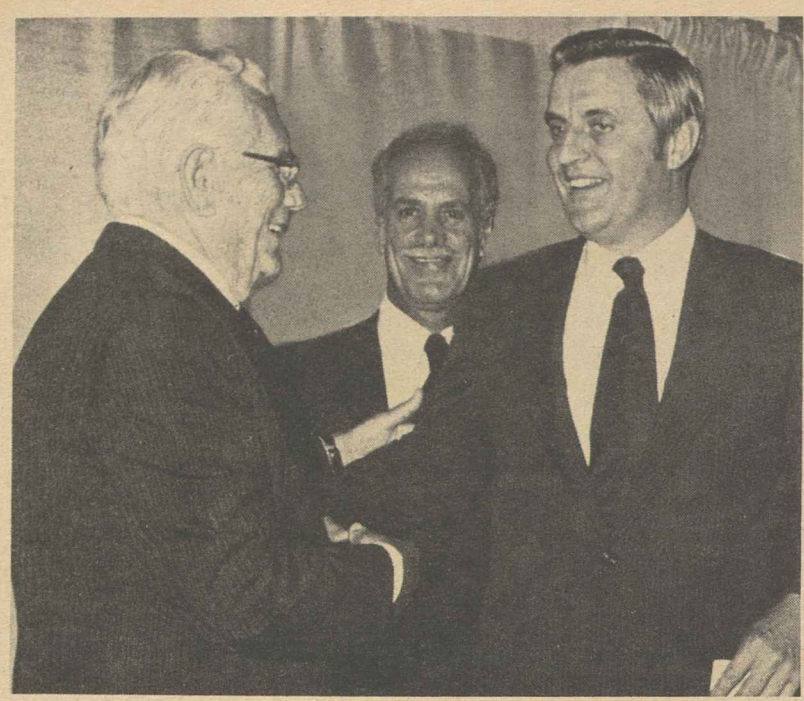


"THE HISTORY OF I. W. ABEL is the history of the best part of the labor movement," Vice President Mondale told reception guests at a dinner honoring the retired Steelworkers president for his nine years' service as head of the AFL-CIO Industrial Union Dept. Abel, 69, will leave the IUD presidency next month. Rubber Workers President Peter Bommarito, center, an IUD vice president, introduced Mondale.

Career Spans Four Decades:

Abel Hailed for Leadership, Service to Labor Movement

By James M. Shevis

"I think that, as life is action and passion, it is required of a man that he should share the passion and action of his time at peril of being judged not to have lived."

—Oliver Wendell Holmes, Jr.

In the Holmesian sense, I. W. Abel has lived as few other men or women of our time, Jacob Clayman noted at a dinner honoring the recently retired Steelworkers president.

Yet, despite his achievements and high awards in over four decades as one of America's pre-eminent labor leaders, "he remains, as I first met him 35 years ago, a modest, gentle, wise, and considerate man," Clayman observed.

Abel, now 69 years old, left the USWA presidency June 1 after three successive four-year terms. He resigned last month from the AFL-CIO Executive Council, and will soon leave the federation's Industrial Union Dept., which he has headed since June 14, 1968.

Clayman, who is secretary-treasurer of the IUD, joined other labor leaders and top officials of the steel industry and government in a tribute to a man whose career "typifies the very best in the history of our labor movement," in the words of an IUD Executive Board statement. The IUD was host to the dinner at Washington's Shoreham-Americana Hotel, whose meeting rooms earlier this year were the scene of stubborn bargaining between the Steelworkers and the basic steel industry.

Abel responded to the praise heaped upon him throughout the evening with typical humility and understatement. After thanking the 600 persons who turned out for the event, he said it had been "a great privilege" for him to serve with people such as George Meany and Philip Murray in advancing the life style of the American people.

His greatest rewards, he said, have been in witnessing the labor movement's successes in legislative battles, particularly in the areas of pension reform, minimum wage, and safety and health.

President Carter, unable to attend the dinner, wrote Abel that as head of the Steelworkers and the IUD "you have consistently upheld the finest traditions of organized labor.

"You have stood for more democratic unionism, for greater opportunities for minority group members, and for innovative and constructive approaches to industrial relations."

Vice President Walter Mondale, at a reception preceding the dinner, noted that Abel has been at the forefront of every major campaign for greater social and economic justice in America over the past 40 years.

Of Abel's imminent departure from the labor scene, the Vice President said that he has been so close to the Steelworkers and the IUD during his own career that "the thought of Abe's not being there is something I've got to take a little time to adjust to." Abel's resignation as IUD president becomes effective at the department's Oct. 27-28 biennial convention in Atlanta.

In remarks at the dinner, AFL-CIO President Meany observed that while most of Abel's career has been with the USWA, "his service goes far beyond his service to the Steelworkers. His policies have brought great stability for the benefit not only of his union and its members, but for the steel industry," Meany said. He cited specifically the Experimental Negotiating Agreement which Abel helped pioneer.

Meany noted Abel's 12-year membership on the federation's governing Executive Council, including chairmanship of its Economic Policy Committee, and spoke of his "tremendous contribution to the national trade union movement."

Besides serving as a delegate to meetings of the International Labor Organization, Abel was a member of the U.S. delegation to the United Nations in 1967 and of President Johnson's National Advisory Commission on Civil Disorders the same year. He has also been active in the work of the United Nations Association and other citizen agencies.

Abel's record of service to labor earned him the AFL-CIO's 1974 Murray-Green Award, the highest award the federation gives. In January of this year he received the U.S. Medal of Freedom, the nation's highest civilian honor, for meritorious contributions to American life.

Tributes to his action-filled career came to Abel also in messages from Labor Sec. Ray Marshall, Sen. Hubert H. Humphrey (D-Minn.), and Mrs. Martin Luther King, Jr. Humphrey and Mrs. King have been closely associated with Abel in the drive for a full-employment economy.

One of the most meaningful tributes came from Lloyd McBride, Abel's successor as president of the Steelworkers, who singled out Abel's contributions to the union and to the country's working men and women.

"Our union has made more progress in the 12 years of your presidency than in any other period," McBride declared.

The 1974 pension reform law, formally the Employee Retirement Income Security Act, is "legislation that will stand as a lasting tribute to you," said McBride. Abel's early warning on the dangers of rising imports spotlighted what has grown into a threat of giant proportions to American jobs, he noted.

"Abe, you've been one of a kind," McBride closed. "We're going to miss you."

ILPA Awards Honor Top Union Publications

Washington—High praise for the labor press in reporting both the presidential election in 1976 and the Bicentennial events was given by judges in the 1977 journalism awards competition of the International Labor Press Association.

"In doing both," the judges wrote, "labor publications showed spriteliness and sophistication, adding a dimension to these exciting and important events that could have been provided nowhere else."

The board of judges was chaired by Ann McFeatters of the Scripps-Howard Newspapers and included Frank Swoboda of the Baltimore Sun, William Gillen of the George Meany Center for Labor Studies and Eugene A. Kelly, former assistant editor of the AFL-CIO News.

"The trade union movement itself participated with great vigor in identifying many of the vital issues of the election," they wrote "including the predominant one of unemployment as well as reform of election processes. And it was all reflected in the labor press."

The judges said they were also "impressed with the vast amount of effort that went into informing union members of the election issues and positions of candidates and the opportunity for searching introspection that the Bicentennial afforded."

They also cited the "expanding use of imaginative graphics by the labor press indicating increasing concern with how facts and opinions are presented, as well as local coverage" and added:

"The labor press increasingly is being called on to provide services its readers can get nowhere else and thus has a responsibility to delve more deeply into the problems these readers face. The publications that are honored this year are meeting these challenges."

Top winners of the competition in terms of general editorial excellence were:

International publications—Circulation of 100,000 or more, newspaper format, American Teacher; magazine format, UA Journal (Plumbers & Pipe Fitters); less than 100,000 circulation, newspaper format, Canadian Paperworkers Journal; magazine format, Air Line Pilot.

State and local central body publications—20,000 or more circulation, Focus, Ohio AFL-CIO; less than 20.000 circulation, California AFL-CIO News.

Local union publications—15,000 or more circulation, Voice of 770, (Retail Clerks, Los Angeles); 7,500 to 15,000 circulation, Local 342 Forefront, (Meat Cutters, New York); 2,500 to 7,500 circulation, Newsletter, Service Employees Local 535, (Vallejo, Calif.); less than 2,500 circulation, College Union Voice, Teachers Local 1600 (Chicago).

Machine duplicated publications—The Guardian, State, County & Municipal Employees Local 2830 (Washington, D.C.).

Regional publications—20,000 or more circulation, Public Employee Press. AFSCME District Council 37 (New York); less than 20,000 circulation, Tempo, Joint Board of Fur, Leather & Machine Workers (New York).

Special performance—Best original cartoon, Kentucky Labor News; best original photograph, award of merit, Steel Labor; best editorial or column, Seafarers Log; unique performance, Focus, Ohio AFL-CIO; best front page, newspaper format, Justice, Ladies' Garment Workers; best cover, magazine format, Bricklayers Journal; headline writing, first award, Public Employee Press, AFSCME Council 37 (New York); best headline, Graphic Arts Unionist; best use of graphics, Public Employee Press, AFSCME Council 37.

A new category this year was the Max Steinbock Award, named for the late president of ILPA and editor of the award-winning RWDSU Record, published by the Retail, Wholesale & Dept. Store Union.

After reviewing more than 800 entries, the judges decided to give the first Max Steinbock Award to Walter Balcerak of the Public Employee Press for an article in the Feb. 13, 1976, issue titled: "A City Employee's Plight: 'My Paycheck Can't Keep Up With Inflation.' "

Cleary Named Chairman Of OSHA Review Panel

Timothy F. Cleary has been named chairman of the Occupational Safety & Health Review Commission by President Carter.

A member of the commission since 1973, Cleary succeeds Frank R. Barnako who will continue to serve as a member until his term expires in 1981. Cleary's term expires in 1979.

Jobs and Labor Law Head Agenda, Kirkland Tells Transport Workers

New York—The two challenges facing the labor movement and the nation as a whole are the urgent, overriding need to provide jobs for all and the equally compelling need to reform the nation's labor laws, AFL-CIO Sec.-Treas. Lane Kirkland told the delegates to the 15th convention of the Transport Workers.

"Unemployment is destructive," Kirkland told the TWU delegates. "It is demoralizing to individuals and their families and it is destabilizing to the social order.

"America cannot remain America with an underclass of unwilling and resentful welfare cases who have no hope and see no prospect that they will ever have a chance to pull their own weight and give their families a secure place in the world."

Kirkland noted that civil rights leaders have been warning President Carter that unemployment is falling disproportionately on minority workers "and the figures bear out their contention."

"During 1976, he noted, of every thousand white workers, 70 were unemployed, "but 138 of every thousand black workers had no jobs. And among workers of Spanish origin, 115 of every thousand were looking for work and unable to find it.

Kirkland said that the AFL-CIO is convinced that all Americans, regardless of race, sex, color or creed, have a right to work.

"We are pressing Congress, to the best of our ability," he said, "to adopt the Humphrey-Hawkins Full Employment & Balanced Growth Act.

Turning to the Administration's proposals for labor law reform, Kirkland said the bill both the White House and organized labor support "is the first effort to insure that the National Labor Relations Act, adopted 42 years ago, does what it says it is going to do.

He called on the delegates to enlist all their members and their families in efforts to secure its enactment by Congress.

TWU President Matthew Guinan, in his report to the convention, cited "the enormity of unfinished business affecting America's working men and women."

In addition to ever-improving "our contracts, combatting inflation and lifting our living standards," he said, "we must join with the rest of organized labor and turn to Congress and the legislative bodies of our communities, cities and states to put America back to work, restore our economy to health, develop an effective energy program, establish national health security, enact labor-law reform, change the tax system, provide better education and whatever other measures our times and the American standard of living demands."

Among other speakers in the first three days of the convention were New York City Mayor Abraham Beame, Ladies' Garment Workers' President Sol C. Chaikin, Railway Carmen's President O. W. Jacobson, and COPE Director Al Barkan.

Labor Law's Weaknesses Cited:

Senate Panel Opens Hearings on Reform

The Senate isn't waiting for the House to complete action before moving ahead with the labor law reform bill.

Senate hearings opened Sept. 19, with Labor Sec. Ray Marshall reiterating the Administration's strong support of the bill and National Labor Relations Board Chairman John Fanning adding his personal endorsement.

As they had at House hearings, former Secretaries of Labor John T. Dunlop and Willard Wirtz testified for the bill. They spoke also for every other living former Secretary of Labor.

Witnesses during the first three days of hearings included both union officials and workers who found out at first hand the weakness of the government's guarantee of their rights to union representation and collective bargaining.

Steelworkers President Lloyd McBride warned the Senate panel that failure to make the National Labor Relations Act work as Congress intended invites a return to a "jungle-type state of industrial warfare."

McBride spoke from a background that included years as a regional director, a staff representative and a local union officer.

"I speak to you today," he told the Senate panel, "as our organizers speak to me, from deep wells of frustration—deep wells dug by years of trying to do a job within a law we believe was enacted to give workers the right to freely choose a union if they wish."

He cited "a representative few" of the "horror stories" in the USWA's annals of dealing with employers who flout the law.

It took more than 11 years to get a bargaining order enforced against Schill Steel Products, Inc., in Houston, McBride testified. And it took more than six years in a comparable case at the Duncan Foundry & Machine Works.

The labor law reform bill is necessary, McBride insisted, to keep alive "faith in the collective bargaining process and our legal system."

Sol Stetin, senior executive vice president of the Clothing & Textile Workers, brought for the committee files a seven and one-half pound compilation of labor law violations by J. P. Stevens over the past 12 years.

"Nothing the courts can do under the present law seems to be able to stop J. P. Stevens," he said. "No matter how often the company is found guilty, it goes right on violating the law."

The Senate panel also heard first hand from men and women from Darlington, S.C., where the Deering-Milliken chain shut down a textile mill days after its workers voted for union representation. That was in 1956, and the surviving victims still haven't received any of the backpay that the NLRB and the courts held they should get.

And it heard from J. P. Stevens workers and former workers—including a fired worker whose reinstatement and backpay order was confirmed by a federal appellate court. He is still driving 100 miles a day for a $4-an-hour job while waiting for the company to comply with the court order.

Carpenters Organizing Director James A. Parker told the Senate panel, as he had its House counterpart of delays as long as six years that thwart, discourage and demoralize workers trying to exercise their rights to union representation.

Employer defiance of federal labor law amounts to "a crime wave," he testified. He said that J. P. Stevens "has its counterpart in the construction industry, in the lumber and sawmill industry and in the home supply industry."

The Rev. Harry J. Bowie, an Episcopal minister from McComb, Miss., who has tried to help the workers of Croft Metals in their nine-month strike against unfair labor practices, expressed his "outrage" at the inadequacy of the National Labor Relations Act to remedy abuses.

Workers at the Croft plant voted for representation by the Carpenters more than six years ago, he said. But they are still without a contract.

"How long should an American citizen have to wait for a just law to be enforced?" he asked the subcommittee.

ONLY TARGET of the labor law reform bill is the employer who deliberately violates the National Labor Relations Act, AFL-CIO President George Meany tells a legislative conference at the Labor Studies Center. No "decent employer" could be hurt by any of its provisions, he said.

House Unit Approves Strong Reform Bill

(Continued from Page 1)

workers—instead of the present one-sided "captive audience" meeting in the plant commonly used by employers to attack the union.

And the NLRB would be required to seek a court order for immediate reinstatement of a worker illegally fired for union activity. Currently, the law only requires the NLRB to go to court to halt unfair labor practices by a union.

To speed NLRB decisions, the five-member board would be enlarged to seven and procedural shortcuts would be authorized.

An essential part of the bill, as the trade union movement sees it, is the stiffer penalties against law violators:

- An employer found to have willfully and repeatedly violated the law by coercing workers or discriminating against union supporters would be barred from obtaining federal contracts for three years.
- A worker illegally fired for union activity would be awarded double backpay for lost wages. And any money he may have earned while awaiting reinstatement would no longer be subtracted from the backpay due him.
- If the NLRB ruled that an employer illegally refused to bargain in good faith on a first contract, it could order him to compensate the workers for the wages and benefits they are presumed to have lost. The payment would be the percentage increase in wages and benefits in the average major collective bargaining settlement during the quarter in which the stalling tactics began. The data needed is regularly compiled by the Bureau of Labor Statistics.

Also in the House bill is a relaxation of the present ban on plant guards being represented by any union whose members include "employees other than guards." The guards still couldn't be in the same bargaining unit as other workers at the plant. But they could be members of a different local of the union, or of another union.

The House committee was firm in its rejection of amendments to tilt the bill toward the employer side.

Thus Rep. John N. Erlenborn (R-Ill.), who has sponsored a competing bill he calls the "Employee Bill of Rights," said the boss should have access to union meetings if unions are to be given equal access to his employees and also should be allowed to call on workers in their homes.

His amendment was beaten, 24-9.

But even Erlenborn balked at an amendment by ultra-conservative Rep. John M. Ashbrook (R-Ohio), which would have required a union to notify an employer of its intent to organize before it contacts any workers.

Only Ashbrook voted for it.

Real Earnings Suffer Sharp New Decline

(Continued from Page 1)

seasonal fluctuations. Beef prices declined for the fourth consecutive month. Prices also fell for pork, poultry, eggs, sugar, and ground coffee but turned up suddenly for fresh fruits and vegetables after declining sharply in the preceding three months.

The cost of eating out—restaurant meals and snacks—rose five-tenths of 1 percent, about the same as in July.

Among nonfood commodities, prices continued to drop sharply for used cars, helping to offset increases for apparel, fuel oil, coal, gasoline and motor oil. BLS reported a 2.4 percent decline in used car prices in August, following declines of 2.2 and 2.7 percent in June and July, respectively.

Gasoline and oil prices, which declined in June and July, registered a rise of two-tenths of 1 percent after seasonal adjustment in August. Prices of alcoholic beverages declined by five-tenths of 1 percent. Clothing prices were up seven-tenths of 1 percent, a higher rate of increase than in recent months.

Although service costs moderated somewhat with the help of a decline in mortgage interest rates, there were substantial increases for gas and electricity prices. Rents rose five-tenths of 1 percent in August, about the same as in recent months.

Transportation costs were up five-tenths of 1 percent while medical care charges rose six-tenths of 1 percent.

AFL-CIO Vice President J. T. Housewright Dies

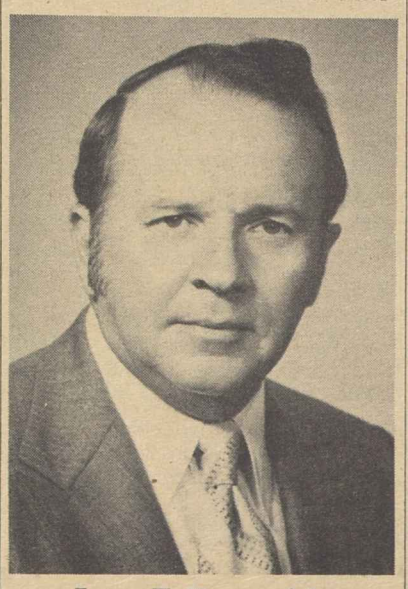
James T. Housewright, president of the Retail Clerks and a member of the AFL-CIO Executive Council since 1972, died Sept. 19 of cancer.

Housewright, who was 55, headed the 700,000-member RCIU for the past nine years. He also was president of the federation's Food & Beverage Trades Dept., which was re-activated last year.

In messages to his family and to the RCIU, AFL-CIO President George Meany and Sec.-Treas. Lane Kirkland said that Housewright's death is a loss to the American labor movement.

"He was an articulate, dedicated and hard-working trade unionist who earned respect for his union and the entire labor movement through his strong leadership and the high standards of conduct he set for himself," Meany and Kirkland said.

They said that Housewright was "an exceptionally perceptive member of the AFL-CIO Executive Council, whose interests spanned all facets of domestic and international concerns. He made invaluable contributions to strengthening the labor movement and developing new programs to meet today's challenges."



James T. Housewright

A member of the Retail Clerks since 1947, Housewright began his trade union career as secretary-treasurer of RCIU Local 725 in Indianapolis. He joined the RCIU staff as an international representative in 1953.

Housewright later served as director of the union's southeastern and eastern divisions before becoming organizing director in 1965. He was named assistant to the RCIU president in 1966, and elected president in June 1968.

Housewright had served as an AFL-CIO representative to the International Labor Organization and the British Trades Union Congress. He also was on the executive committee of the International Federation of Commercial, Clerical & Technical Employees (FIET) and a vice president of the Interamerican Regional Organization of FIET.

He also had served as a vice president of the federation's Union Label & Service Trades Dept. and on the executive boards of the Maritime Trades Dept. and Council for Professional Employees.

Survivors include his wife, Jane, three daughters and one son. Services were held at the Foundry Methodist Church in Washington, D.C., Sept. 23, and interment was in Alexandria, Va.

Clayton Bilderback Dies, Ex-Metal Trades Leader

Sacramento, Calif.—Clayton W. Bilderback, retired secretary-treasurer of the AFL-CIO Metal Trades Dept., died of cancer Sept. 16 at Sutter Memorial Hospital here. He was 70.

His retirement in 1975 capped a 47-year trade union career that included service with the Plumbers & Pipe Fitters and 13 years in the number-two post of the Metal Trades Dept.

In a message to his widow, Geraldine, AFL-CIO President George Meany and Sec.-Treas. Lane Kirkland said that Bilderback "achieved an enviable record of service to his fellow workers, the United Association and to the entire labor movement."

While working as a pipe fitter on the Hoover Dam project in Nevada in 1932, Bilderback helped to establish Plumbers & Pipe Fitters Local 668. Six years later, he was elected business agent of Local 662 in Redding, Calif.

After serving as secretary-treasurer of the California Pipe Trades Council in the 1940s, he became an organizer for the international. He specialized in organizing and collective bargaining activities on the West Coast and in Alaska. Bilderback served on the union's staff until his election as secretary-treasurer of the Metal Trades Dept. in 1962.

In addition to his widow, Bilderback is survived by a daughter and granddaughter. Services were held Sept. 20 in Sacramento. The family suggests that expressions of sympathy be in the form of contributions to the Vince Lombardi Cancer Resarch Center at Georgetown University Hospital in Washington, D. C.

It's All One Fight

THE IDEA THAT WOMEN WORKERS have special problems is not a new concept. Back in 1891 the AFL convention directed the hiring of a woman organizer. Sam Gompers reported to the 1892 convention—a year later—that the work of Mary Kenny was "rather missionary in its character." It still is and—my fellow missionaries—I'm delighted you have that old spirit and that you are demonstrating it, both within and without the labor movement.

Within the labor movement, your efforts have helped encourage women trade unionists to seek leadership roles. You have assisted them in developing the skills necessary for leadership—for dealing with the myriad problems ranging from government regulations to lobbying.

You have provided special expertise to the labor movement—on such issues as day care, minimum wage, pregnancy benefits and national health insurance.

The Coalition of Labor Union Women has been the focal point for labor's support of the Equal Rights Amendment. That's a rough battle, as all of you here know—but it is not a lost battle. We still have a fighting chance—and we—and I am sure you—intend to give it our best shot.

Your officers and the staff of the AFL-CIO have worked closely in attempting to secure the greatest possible support for ratification, and we are ready, willing and able to continue that battle. Even together, we may not produce miracles, but we can do our level best to produce ratification. And, I still think ERA can be won.

But in 1977, the issue is more than ERA—as important as that issue is. The issue is jobs for everyone willing and able to work. The issue is a decent minimum wage. The issue is labor law reform. The issue is every fight for human betterment. And you—and the entire labor movement—have the same stake every time.

IT WAS NO SURPRISE to me that many of the worker witnesses for labor law reform have been women. Equally, I have not been surprised that many of the employer witnesses, so clearly anti-union, also have the lousiest records when it comes to equal employment opportunities. After all, scratch an opponent of ERA, and you'll find a dedicated supporter of the so-called right-to-work law.

It isn't just unions or women workers that these employers oppose with such vigor. What they are really fighting is the democratic nature of the labor movement, the industrial democracy of collective bargaining. That is what has them scared. The theory of democracy is that people count more than money and they can't stand it when we make our votes count.

So the AFL-CIO—and I am sure CLUW feels the same way—is in this fight to stay. It is all one fight—with a lot of separate battles. ERA, full employment, minimum wage, labor law reform, pregnancy benefits, national health insurance—these are not women's issues, they are labor issues, trade union issues. They are fights all of us must win and win together.

Speaking for the AFL-CIO Executive Council, let me express our sincere appreciation for the support CLUW and your officers have given in this year's legislative fights. You've proven that CLUW is an organization working to benefit all working people.

—From an address by AFL-CIO President George Meany to the CLUW Legislative Conference in Washington.

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LANE KIRKLAND, *Secretary-Treasurer*
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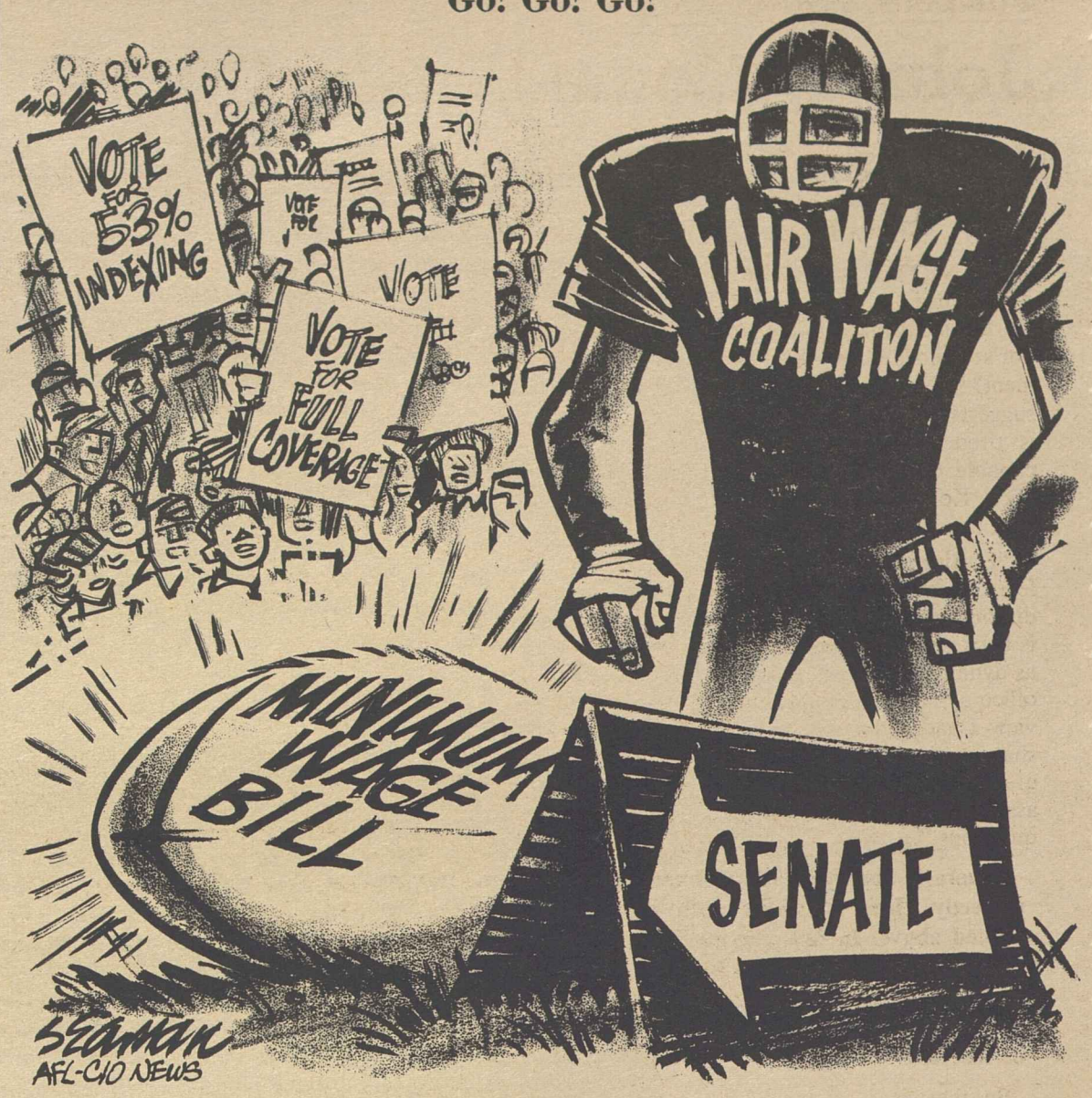

Import Barriers Erected:

'Free Trade' Jitters Spreading In European Common Market

By Gus Tyler

IT STARTED with France. This past June, Paris imposed barriers on the imports of textiles from Spain and from eight other countries. The reason: imports are wiping out jobs in La Belle France.

This action by Paris was illegal. As part of the European Economic Community (Common Market) no member nation may unilaterally impose such restrictions.

It was now the responsibility of the EEC Commission in Brussels to punish France. But the commission did just the opposite: it decided to impose an overall European cutback on textile imports from the nine countries against which Paris had acted. The reason: some 3,500 textile companies were forced out of business in the Common Market countries between 1973 and 1976 at the expense of a half-million jobs.

This action by the Common Market is unusual. Ordinarily, the EEC won't do this because it is a member of GATT (General Agreement on Trade & Tariff) that prohibits such one-sided action. But there is an escape clause (Article 19 of GATT) that allows a member to impose restrictions unilaterally in an emergency situation. The sizable loss of plants and jobs is that "emergency."

This action by France—and the Common Market—may serve a useful education purpose: to dispel the myth of free trade.

The Common Market has been boasting of its dedication to European free-trade principles. In London last May, several heads of state who make up the EEC declared: "We reject protectionism because it would promote unemployment, increase inflation and undermine the affluence of our people."

Actually "free trade" was a fiction even at that time. While the EEC may appear relatively open in terms of its tariffs, it is quite closed—as it has been for some time—in terms of its nontariff barriers. The latter are a thousand-and-one technical restrictions that tie up exporters to the Common Market in strangulating red tape.

In addition, Common Market countries subsidize their exporters by rebating to them the Value Added Tax (VAT) that is imposed on products and would otherwise be part of the total cost.

But even non-tariff barriers and rebate of VAT are not enough. So the Common Market now moves toward open restraints on imports, although the Common Market is the world's largest exporter.

BUT STILL ANOTHER THREAT faces the Common Market — a "threat" from its close neighbors of Spain, Portugal and Greece. These Mediterranean countries want to join the EEC.

French President Valery Giscard d'Estaing doesn't like the idea at all. "France will not sacrifice its Mediterranean agriculture for Spanish membership," he declaims. Italy—another Mediterranean farmer—joins in the objection.

What France, Italy and other EEC nations fear is not only the competition of cheaper wines, shoes, textiles and apparel, but also the cheaper labor that would flow (freely under Common Market rules) from the new member states into the rest of western Europe.

In this respect, the Common Market now must confront openly the twin problem that has been plaguing much of America's economy: the unemployment resulting from the flood of cheap imports and cheap (illegal) labor from other lands.

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'We Have to Show Them'

Over and over, when a weak or timid congressman or senator who was elected with labor's help tells us that he can't help labor, we hear the excuse: "I didn't hear anything on this issue from the people back home. I didn't get any calls or letters from my constituents."

We can't allow anybody to hide behind that excuse. We have to show them exactly how important this bill (labor law reform) is to us.

We have to show it by a massive flow of cards and letters and telegrams and phone calls and personal visits to members of the House and Senate from the people in their own states who helped elect them.

— AFL-CIO Sec.-Treas. Lane Kirkland to Minnesota State AFL-CIO convention, Sept. 20, 1977.

Pompous, Patronizing:

Johnny-Come-Lately Critics Ignore Labor's Liberal Record

By Msgr. George G. Higgins

A LENGTHY ARTICLE on the subject of organized labor in the Sept. 4 issue of the New York Times magazine was headlined, "Can Labor's Tired Leaders Deal with a Troubled Movement?" That's a misleading headline. While it suggests that AFL-CIO President George Meany is tired (and presumably, therefore, no longer capable of doing his job) the article, written by Nick Kotz, a well-known Washington reporter, says exactly the opposite.

"Earlier in the year," Kotz writes, "Meany suffered some multiple physical ailments and was discouraged, but he now seems perfectly fit again, is back at his golf game and is as invigorated and as dynamic as ever in dealing with the tasks of the office as he sees them. During a 75-minute interview I had with him recently, I found him razor-sharp with an instant command of facts and figures on every conceivable current topic, and an assured political deftness in handling difficult questions."

There is simply no way of reconciling this perfectly clear statement with the headline quoted above. In fact, the headline is so misleading that one is almost tempted to suspect that the man who wrote it had his own ax to grind and was deliberately trying to embarrass or discredit Meany.

Be that as it may, talking down to George Meany and trying to portray him as a Neanderthal man who doesn't know enough to come in out of the rain is a pastime not confined to careless and/or tendentious headline writers on the New York Times. At least three public figures, including Tom Wicker of the New York Times, got into the act over the Labor Day weekend. Mr. Wicker told a reporter for the Washington Star that while he had had difficulty reconciling his personal pro-labor feelings with what has happened in the labor movement in the last decade, he was heartened (and presumably surprised) by the fact that "Meany spoke out in support of black leaders on the problems of unemployment that have particularly impacted blacks. . . ."

"What Meany said was a substantial development," said Wicker "and if that means (notice the if) that George Meany and the AFL-CIO is coming out in a broad sense for social objectives, then I think he is coming back into the fold, and I am in favor of that."

While I have great respect for Tom Wicker as a journalist and commentator, I must say that that's an insufferably pompous statement. It suggests that Wicker is beginning to lose his sense of humor or that he hasn't been reading his own paper in recent months.

The fact is that George Meany was pushing for full employment and had organized a National Committee for Full Employment long before the leaders of the black community spoke out on this issue at their recent meeting in New York. It is also a matter of record that Meany has been supporting "social objectives" with much greater vigor than most of labor's sideline critics, who are now using these social programs as a litmus test of Meany's liberal orthodoxy.

In short, it is laughable for the journalist who only dabbles in economic matters to be patronizing a man of Meany's stature and downright insulting for him to say that he is now magnanimously prepared to welcome Meany back into the fold—if Meany is sincerely in favor of full employment.

Columnist John Fialka of the Washington Star is even more critical of organized labor than his colleague, Mr. Wicker. He used the occasion of Labor Day to announce very solemnly that he has completely given up on the labor movement. American unions, he says, are living in the past, and arguments to the contrary "don't wash with me," he adds. "The generation I grew up with," he tells us, "saw a different side of unions. The passions of the early organizers had long since subsided and in their place was a fat, narrow-minded complacency."

So much for Mr. Meany and company. They can like it or lump it. John Fialka has spoken, and that's the end of the matter.

WHENEVER I READ the kind of stuff that Wicker and Fialka handed out so pompously over the Labor Day weekend, I keep asking myself why I haven't run into them more frequently during the 30 years that I have been following labor matters almost full time and at very close range. Could it be that they have really been out there leading the troops in the struggle for economic justice and that I just happened to miss them? I think not.

The more likely explanation is that while Meany and company, with all their limitations, have been working full time in the field of social reform, many of their liberal critics have been busy about other things. That's fair enough, but common sense would seem to dictate that they refrain from talking down to the people on the firing line.

This is not to say that the labor movement is above criticism. Not at all. Gloria Steinem, for example, had every right to complain, in another Labor Day interview, that women are grossly unrepresented in the councils of organized labor, but, like Wicker and Fialka, Ms. Steinem sounded a bit silly when she went on to imply that labor, at long last, is now catching up with her (rather than vice versa) on the issue of the minimum wage. She is to be pitied if she really doesn't know that the labor movement was fighting this battle long before she appeared on the scene.

As Corporate Income Soars:

Profits Held Key to Investment, Not Tax Gimmicks for Business

ANTICIPATED PROFITS from expanded sales and production would do a lot more to boost business confidence and spur new capital investments than any windfall tax cut aimed at the industrial community, AFL-CIO economist Arnold Cantor declared.

Cantor said the Administration's tax reform program now being written should concentrate more on correcting inequities and ending special gimmicks and loopholes for big corporations and wealthy individuals, rather than a large tax cut.

He noted that there have recently been reports that the White House is considering a tax cut in the neighborhood of $15 to $20 billion in the first year, with as much as a third of that amount going to businesses. He said that applying those funds to other goals of the Administration, such as job-creation, welfare reform and national health insurance would do much more to stimulate the sluggish economy.

Questioned by reporters on Labor News Conference, Cantor said it would be wrong to give billions of dollars in added tax breaks to business to bolster some sort of 'confidence'.

He stressed that ample funds are already available for business investment and will be applied "when businesses feel that they can sell what they produce and make a profit on those sales." He said "there are no money shortages—corporate profits have not only fully recovered (from the recession), they've exceeded pre-recession levels, totaling in the last quarter, an annual rate of over $100 billion."

Cantor, who is assistant director of the AFL-CIO Dept. of Research, pointed out that although business has regained its pre-recession profit levels, unemployment still hangs at an unacceptable 7-plus percent of the work force. He renewed the call to make full employment the No. 1 national goal, noting that the economy is currently working at roughly $100 billion below its potential, and if we were closer to full employment, "the Gross National Product would be about $100 billion higher" than it is.

by Press Associates, Inc.

IS AMERICA GOING the way of the Roman Empire, with the dollar declining in value and the economy stagnating? Is the American worker getting soft, spending too many hours on coffee breaks and wash-up time and choosing more leisure time to enjoy life?

Yes, according to Arthur F. Burns.

It's worth knowing what Burns thinks because, as chairman of the Board of Governors of the Federal Reserve System, he holds what some believe to be the nation's second most powerful office.

Burns has wielded considerable influence over national economic policy through the Administrations of Eisenhower, Nixon, Ford and now Carter—and he is up for reappointment next January.

Burns believes the nation's greatest enemy is inflation and, to hear him tell it, he is standing up to the enemy almost single-handedly with his sword of tight money.

Burns offered some of his wisdom to the graduating class of Jacksonville University this past August.

"Debasement of the currency had a great deal to do with the destruction of the Roman Empire," Burns said. "In our times, excessive creation of money has released powerful inflationary forces in many countries around the globe. And, once a nation's money is debauched, economic stagnation and social political troubles usually follow."

Burns then wondered aloud whether the Federal Reserve has not contributed to the inflation by creating too much money. That may be true, he said, but the catch is that nowadays there are "tremendous non-monetary pressures" which create an inflationary bias:

"Foremost among these developments is the commitment of modern governments to full employment, to rapid economic growth, to better housing, improved health and other dimensions of welfare."

Burns's concern over American workers going soft was expressed in a commencement address at the University of South Carolina last May.

THE NATION'S PRODUCTIVITY growth rate has been slowing down over the past decade, Burns said. He attributed this in part to a lag in capital formation and to labor force changes. The latter he described as an increased proportion of inexperienced workers—young people and the influx of adult women workers—as well as early retirement, but he saw it only as a temporary depressant.

More holidays and longer vacations mean about 7 percent of total payroll costs go for non-working time, Burns noted. It would be much larger, he added, if there was any way to measure "the extraordinary number of hours spent on coffee breaks, wash-up time, retirement parties and other social rites."

If Burns's view of history seems too dramatic and his nostalgic yearning for the work ethic old-fashioned, there are those who believe his approach of fighting inflation through high-interest rates to be dangerously outmoded.

What labor and members of Congress—especially Chairman Henry S. Reuss of the House Banking Committee—want to do is "make the Federal Reserve System more accountable to Congress and to the public."

Congress, under its constitutional power "to coin Money, regulate the Value thereof," created the Federal Reserve in 1913.

In Reuss's view, the Fed has ill-served the nation. He feels its tight money policy helped bring on the Great Depression and abort the 1937 recovery. He blames it for the slow growth of the 1950s. He says the last 15 years have caused inflation and recessions by stop-start changes in monetary policy.

Reforming the Fed may take a long time and attention is once again focusing on the power of Arthur Burns. With the economy in the doldrums, with industrial capacity running only at about 83 percent and with unemployment again over 7 percent, the Fed under Burns is threatening to make a bad situation worse by tightening the money supply.

REINVESTED PROFITS can do more for business confidence than additional tax breaks, AFL-CIO economist Arnold Canter, center, said on Labor News Conference. He was questioned by Robert Cooney, left, of Press Associates, Inc., and Dale McFatters of the Scripps-Howard Newspapers. The AFL-CIO produced program is aired weekly on the Mutual radio network.

Key House Votes on Minimum Wage

These key House rollcalls, on Sept. 15, came on labor-opposed amendments to the minimum wage bill.

Column I *shows the 223-193 vote to drop from the bill the "indexing" concept of linking the wage floor permanently to 53 percent of the average factory wage. The 126 Republicans and 97 Democrats voting for the amendment were wrong (W). Voting right (R) were 178 Democrats and 15 Republicans.*

Column II *is the 264-161 vote to let employers continue to pay only half the minimum wage to workers who get tips from customers sufficient to make up the difference. Voting wrong were 132 Democrats and 132 Republicans. Voting right were 150 Democrats and 11 Republicans.*

Column III *shows the 211-210 rejection of the amendment allowing employers to pay a lower minimum wage to workers under 18. Right votes against the amendment were cast by 199 Democrats and 12 Republicans. Voting wrong were 130 Republicans and 80 Democrats.*

Other symbols: PR—paired right; PW—paired wrong; A—absent and not paired. Numerals show districts; AL—at large.

ALABAMA			
1. Edwards (R)	W	W	W
2. Dickinson (R)	W	W	W
3. Nichols (D)	W	W	W
4. Bevill (D)	R	R	R
5. Flippo (D)	R	W	W
6. Buchanan (R)	W	W	R
7. Flowers (D)	A	R	W
ALASKA			
AL Young (R)	R	R	R
ARIZONA			
1. Rhodes (R)	W	W	W
2. Udall (D)	R	W	R
3. Stump (D)	W	W	W
4. Rudd (R)	W	W	W
ARKANSAS			
1. Alexander (D)	W	R	W
2. Tucker (D)	R	W	R
3. Hammerschmidt (R)	W	W	W
4. Thornton (D)	W	R	R
CALIFORNIA			
1. Johnson (D)	A	A	A
2. Clausen (R)	W	W	W
3. Moss (D)	R	R	R
4. Leggett (D)	R	R	R
5. Burton John L. (D)	R	R	R
6. Burton, Phillip (D)	R	R	R
7. Miller (D)	R	R	R
8. Dellums (D)	R	R	R
9. Stark (D)	R	R	R
10. Edwards (D)	R	R	R
11. Ryan (D)	R	R	W
12. McCloskey (R)	W	W	W
13. Mineta (D)	R	R	R
14. McFall (D)	R	R	R
15. Sisk (D)	R	R	R
16. Panetta (D)	W	R	R
17. Krebs (D)	R	R	R
18. Ketchum (R)	W	R	W
19. Lagomarsino (R)	W	W	W
20. Goldwater (R)	W	W	W
21. Corman (D)	PR	R	R
22. Moorhead (R)	W	W	W
23. Beilenson (D)	R	R	R
24. Waxman (D)	R	R	R
25. Roybal (D)	R	R	R
26. Rousselot (R)	W	W	W
27. Dornan (R)	W	W	W
28. Burke (D)	R	R	R
29. Hawkins (D)	R	R	R
30. Danielson (D)	R	R	R
31. Wilson, C. H. (D)	R	R	R
32. Anderson (D)	R	R	R
33. Clawson (R)	W	W	W
34. Hannaford (D)	R	R	R
35. Lloyd (D)	W	W	R
36. Brown (D)	R	R	R
37. Pettis (R)	W	W	W
38. Patterson (D)	R	R	R
39. Wiggins (R)	W	W	W
40. Badham (R)	W	W	W
41. Wilson, Bob (R)	W	W	W
42. Van Deerlin (D)	R	R	W
43. Burgener (R)	W	W	W
COLORADO			
1. Schroeder (D)	R	W	R
2. Wirth (D)	R	W	W
3. Evans (D)	R	R	A
4. Johnson (R)	W	W	W
5. Armstrong (R)	W	W	W
CONNECTICUT			
1. Cotter (D)	R	W	R
2. Dodd (D)	R	W	R
3. Giaimo (D)	R	W	R
4. McKinney (R)	R	W	R
5. Sarasin (R)	W	W	W
6. Moffett (D)	R	W	R
DELAWARE			
AL Evans (R)	W	W	W
FLORIDA			
1. Sikes (D)	W	W	W
2. Fuqua (D)	W	W	R
3. Bennett (D)	W	W	R
4. Chappell (D)	W	W	W
5. Kelly (R)	W	W	W
6. Young (R)	W	W	W
7. Gibbons (D)	W	W	W
8. Ireland (D)	W	W	W
9. Frey (R)	W	W	W
10. Bafalis (R)	W	W	W
11. Rogers (D)	W	W	W
12. Burke (R)	W	W	W
13. Lehman (D)	R	W	R
14. Pepper (D)	R	R	R
15. Fascell (D)	R	R	R
GEORGIA			
1. Ginn (D)	W	W	R
2. Mathis (D)	W	W	W
3. Brinkley (D)	W	W	W
4. Levitas (D)	W	W	R
5. Fowler (D)	W	W	R
6. Flynt (D)	W	W	W
7. McDonald (D)	W	W	W
8. Evans (D)	W	W	W
9. Jenkins (D)	W	W	W
10. Barnard (D)	W	W	W
HAWAII			
1. Heftel (D)	R	R	R
2. Akaka (D)	R	R	R
IDAHO			
1. Symms (R)	W	W	W
2. Hansen (R)	W	W	W
ILLINOIS			
1. Metcalfe (D)	R	R	R
2. Murphy (D)	R	R	R
3. Russo (D)	R	R	R
4. Derwinski (R)	W	W	W
5. Fary (D)	R	R	R
6. Hyde (R)	W	W	W
7. Collins (D)	R	R	R
8. Rostenkowski (D)	R	R	R
9. Yates (D)	R	R	R
10. Mikva (D)	R	R	R
11. Annunzio (D)	R	R	R
12. Crane (R)	W	W	W
13. McClory (R)	W	W	W
14. Erlenborn (R)	W	W	W
15. Corcoran (R)	W	W	W
16. Anderson (R)	W	W	W
17. O'Brien (R)	W	W	W
18. Michel (R)	W	W	W
19. Railsback (R)	W	W	W
20. Findley (R)	W	W	W
21. Madigan (R)	W	R	W
22. Shipley (D)	R	R	R
23. Price (D)	R	R	R
24. Simon (D)	R	R	W
INDIANA			
1. Benjamin (D)	R	W	R
2. Fithian (D)	W	R	W
3. Brademas (D)	R	R	R
4. Quayle (R)	W	W	W
5. Hillis (R)	W	W	W
6. Evans (D)	R	R	W
7. Myers (R)	W	W	W
8. Cornwell (D)	R	R	R
9. Hamilton (D)	W	W	W
10. Sharp (D)	W	R	W
11. Jacobs (D)	R	W	W
IOWA			
1. Leach (R)	W	W	W
2. Blouin (D)	R	R	R
3. Grassley (R)	W	W	W
4. Smith (D)	R	R	A
5. Harkin (D)	R	R	R
6. Bedell (D)	R	R	R
KANSAS			
1. Sebelius (R)	W	W	W
2. Keys (D)	W	W	W
3. Winn (R)	W	W	W
4. Glickman (D)	W	W	R
5. Skubitz (R)	W	W	W
KENTUCKY			
1. Hubbard (D)	W	W	R
2. Natcher (D)	W	W	R
3. Mazzoli (D)	W	W	R
4. Snyder (R)	W	W	W
5. Carter (R)	W	W	W
6. Breckinridge (D)	W	W	W
7. Perkins (D)	R	R	R
LOUISIANA			
1. Livingston (R)	W	W	W
2. Boggs (D)	R	W	R
3. Treen (R)	W	W	PW
4. Waggonner (D)	W	W	W
5. Huckaby (D)	W	W	W
6. Moore (R)	W	W	W
7. Breaux (D)	PW	W	W
8. Long (D)	R	W	R
MAINE			
1. Emery (R)	W	W	W
2. Cohen (R)	A	A	A
MARYLAND			
1. Bauman (R)	W	W	W
2. Long (D)	W	W	W
3. Mikulski (D)	R	R	R
4. Holt (R)	W	W	W
5. Spellman (D)	R	W	R
6. Byron (D)	W	W	R
7. Mitchell (D)	R	R	R
8. Steers (R)	W	W	R
MASSACHUSETTS			
1. Conte (R)	R	R	W
2. Boland (D)	R	R	R
3. Early (D)	R	R	R
4. Drinan (D)	R	R	R
5. Tsongas (D)	R	W	R
6. Harrington (D)	R	W	R
7. Markey (D)	R	R	R
8. O'Neill (D)	Speaker		R
9. Moakley (D)	R	R	R
10. Heckler (R)	R	W	W
11. Burke (D)	R	R	R
12. Studds (D)	R	W	R
MICHIGAN			
1. Conyers (D)	R	R	R
2. Pursell (R)	W	W	W
3. Brown (R)	W	W	W
4. Stockman (R)	W	W	W
5. Sawyer (R)	W	W	W
6. Carr (D)	W	W	R
7. Kildee (D)	R	R	R
8. Traxler (D)	R	R	R
9. Vander Jagt (R)	W	R	W
10. Cederberg (R)	W	W	W
11. Ruppe (R)	W	W	W
12. Bonior (D)	R	R	R
13. Diggs (D)	PR	R	R
14. Nedzi (D)	R	R	R
15. Ford (D)	R	R	R
16. Dingell (D)	R	R	R
17. Brodhead (D)	R	R	R
18. Blanchard (D)	R	R	R
19. Broomfield (R)	W	W	W
MINNESOTA			
1. Quie (R)	R	W	W
2. Hagedorn (R)	W	W	W
3. Frenzel (R)	A	W	W
4. Vento (D)	R	R	R
5. Fraser (D)	R	R	R
6. Nolan (D)	R	R	R
7. Stangeland (R)	W	W	W
8. Oberstar (D)	R	R	R
MISSISSIPPI			
1. Whitten (D)	W	W	W
2. Bowen (D)	W	W	W
3. Montgomery (D)	W	W	W
4. Cochran (R)	W	W	W
5. Lott (R)	W	W	W
MISSOURI			
1. Clay (D)	R	R	R
2. Young (D)	R	W	R
3. Gephardt (D)	W	W	R
4. Skelton (D)	W	W	R
5. Bolling (D)	R	R	PR
6. Coleman (R)	W	W	W
7. Taylor (R)	W	W	W
8. Ichord (D)	W	W	W
9. Volkmer (D)	R	W	R
10. Burlison (D)	R	W	R
MONTANA			
1. Baucus (D)	R	R	W
2. Marlenee (R)	W	W	W
NEBRASKA			
1. Thone (R)	W	W	W
2. Cavanaugh (D)	R	R	R
3. Smith (R)	W	W	W
NEVADA			
AL Santini (D)	W	R	W
NEW HAMPSHIRE			
1. D'Amours (D)	R	W	W
2. Cleveland (R)	W	W	W
NEW JERSEY			
1. Florio (D)	R	W	R
2. Hughes (D)	W	W	R
3. Howard (D)	R	R	R
4. Thompson (D)	R	R	R
5. Fenwick (R)	W	W	W
6. Forsythe (R)	W	W	W
7. Maguire (D)	R	R	R
8. Roe (D)	A	A	A
9. Hollenbeck (R)	R	W	W
10. Rodino (D)	R	R	R
11. Minish (D)	R	W	A
12. Rinaldo (R)	R	R	W
13. Meyner (D)	R	R	R
14. LeFante (D)	R	R	R
15. Patten (D)	R	R	R
NEW MEXICO			
1. Lujan (R)	W	W	W
2. Runnels (D)	W	W	W
NEW YORK			
1. Pike (D)	W	R	W
2. Downey (D)	R	R	R
3. Ambro (D)	R	R	R
4. Lent (R)	W	W	W
5. Wydler (R)	W	W	W
6. Wolff (D)	R	R	R
7. Addabbo (D)	R	R	R
8. Rosenthal (D)	R	R	R
9. Delaney (D)	R	R	R
10. Biaggi (D)	R	R	R
11. Scheuer (D)	R	R	R
12. Chisholm (D)	R	R	R
13. Solarz (D)	R	R	R
14. Richmond (D)	R	R	R
15. Zeferetti (D)	R	R	R
16. Holtzman (D)	R	R	R
17. Murphy (D)	R	R	R
18. Koch (D)	A	R	PR
19. Rangel (D)	R	R	R
20. Weiss (D)	R	R	R
21. Badillo (D)	PR	R	R
22. Bingham (D)	R	R	R
23. Caputo (R)	R	R	R
24. Ottinger (D)	R	R	R
25. Fish (R)	R	R	R
26. Gilman (R)	R	R	R
27. McHugh (D)	R	W	R
28. Stratton (D)	R	W	R
29. Pattison (D)	R	W	R
30. McEwen (R)	W	W	W
31. Mitchell (R)	W	W	R
32. Hanley (D)	W	W	W
33. Walsh (R)	W	W	R
34. Horton (R)	W	R	R
35. Conable (R)	W	W	W
36. LaFalce (D)	W	R	R
37. Nowak (D)	W	R	W
38. Kemp (R)	W	W	W
39. Lundine (D)	W	R	W
NORTH CAROLINA			
1. Jones (D)	W	W	W
2. Fountain (D)	W	W	W
3. Whitley (D)	W	W	R
4. Andrews (D)	W	W	R
5. Neal (D)	W	W	W
6. Preyer (D)	W	W	R
7. Rose (D)	W	W	R
8. Hefner (D)	W	W	W
9. Martin (R)	W	W	W
10. Broyhill (R)	W	W	W
11. Gudger (D)	W	W	R
NORTH DAKOTA			
AL Andrews (R)	R	W	W
OHIO			
1. Gradison (R)	W	W	W
2. Luken (D)	R	W	W
3. Whalen (R)	R	W	R
4. Guyer (R)	W	W	W
5. Latta (R)	W	W	W
6. Harsha (R)	W	W	W
7. Brown (R)	W	W	W
8. Kindness (R)	A	A	PW
9. Ashley (D)	R	W	W
10. Miller (R)	W	W	W
11. Stanton (R)	W	W	W
12. Devine (R)	W	W	W
13. Pease (D)	R	W	W
14. Seiberling (D)	R	R	R
15. Wylie (R)	W	W	W
16. Regula (R)	W	W	W
17. Ashbrook (R)	W	W	W
18. Applegate (D)	R	R	R
19. Carney (D)	R	R	R
20. Oakar (D)	R	R	R
21. Stokes (D)	R	R	R
22. Vanik (D)	A	A	A
23. Mottl (D)	R	W	R
OKLAHOMA			
1. Jones (D)	W	W	W
2. Risenhoover (D)	W	W	R
3. Watkins (D)	W	W	W
4. Steed (D)	W	W	R
5. Edwards (R)	W	W	W
6. English (D)	W	W	R
OREGON			
1. AuCoin (D)	W	R	R
2. Ullman (D)	R	W	W
3. Duncan (D)	W	R	R
4. Weaver (D)	R	R	R
PENNSYLVANIA			
1. Myers, M. (D)	R	R	R
2. Nix (D)	R	R	R
3. Lederer (D)	R	R	R
4. Eilberg (D)	R	R	R
5. Schulze (R)	W	W	W
6. Yatron (D)	W	W	W
7. Edgar (D)	R	R	R
8. Kostmayer (D)	W	W	R
9. Shuster (R)	W	W	W
10. McDade (R)	R	W	R
11. Flood (D)	R	R	R
12. Murtha (D)	R	R	R
13. Coughlin (R)	W	W	W
14. Moorhead (D)	R	R	R
15. Rooney (D)	R	R	A
16. Walker (R)	W	W	W
17. Ertel (D)	R	W	W
18. Walgren (D)	R	R	R
19. Goodling (R)	W	W	W
20. Gaydos (D)	R	W	R
21. Dent (D)	PR	PR	PR
22. Murphy (D)	R	A	R
23. Ammerman (D)	R	W	R
24. Marks (R)	W	W	W
25. Myers, G. (R)	W	W	W
RHODE ISLAND			
1. St Germain (D)	R	W	R
2. Beard (D)	R	W	R
SOUTH CAROLINA			
1. Davis (D)	W	W	R
2. Spence (R)	W	W	W
3. Derrick (D)	W	W	R
4. Mann (D)	W	W	R
5. Holland (D)	W	W	W
6. Jenrette (D)	A	W	R
SOUTH DAKOTA			
1. Pressler (R)	A	W	W
2. Abdnor (R)	W	W	W
TENNESSEE			
1. Quillen (R)	PW	PW	PW
2. Duncan (R)	W	W	W
3. Lloyd (D)	R	W	R
4. Gore (D)	W	W	R
5. Allen (D)	W	W	R
6. Beard (R)	W	W	W
7. Jones (D)	W	W	R
8. Ford (D)	R	W	R
TEXAS			
1. Hall (D)	W	W	W
2. Wilson (D)	W	W	W
3. Collins (R)	W	W	W
4. Roberts (D)	W	W	W
5. Mattox (D)	R	W	R
6. Teague (D)	PW	A	W
7. Archer (R)	W	W	W
8. Eckhardt (D)	R	R	R
9. Brooks (D)	W	W	W
10. Pickle (D)	PW	W	R
11. Poage (D)	W	W	W
12. Wright (D)	R	R	R
13. Hightower (D)	W	W	R
14. Young (D)	W	W	W
15. de la Garza (D)	W	W	W
16. White (D)	W	W	W
17. Burleson (D)	W	W	W
18. Jordan (D)	R	W	R
19. Mahon (D)	W	W	W
20. Gonzalez (D)	R	R	R
21. Krueger (D)	W	W	W
22. Gammage (D)	R	W	R
23. Kazen (D)	W	W	W
24. Milford (D)	W	W	W
UTAH			
1. McKay (D)	W	W	W
2. Marriott (R)	W	W	W
VERMONT			
AL Jeffords (R)	R	W	W
VIRGINIA			
1. Trible (R)	W	W	W
2. Whitehurst (R)	W	W	W
3. Satterfield (D)	W	W	W
4. Daniel, Robert (R)	W	W	W
5. Daniel, Dan (D)	W	W	W
6. Butler (R)	W	W	W
7. Robinson (R)	W	W	W
8. Harris (D)	R	W	R
9. Wampler (R)	W	W	W
10. Fisher (D)	W	W	W
WASHINGTON			
1. Pritchard (R)	R	R	W
2. Meeds (D)	R	R	R
3. Bonker (D)	R	R	W
4. McCormack (D)	R	R	R
5. Foley (D)	W	R	R
6. Dicks (D)	R	R	R
7. Cunningham (R)	W	W	W
WEST VIRGINIA			
1. Mollohan (D)	W	R	R
2. Staggers (D)	R	R	R
3. Slack (D)	W	R	R
4. Rahall (D)	R	W	R
WISCONSIN			
1. Aspin (D)	R	R	W
2. Kastenmeier (D)	R	W	W
3. Baldus (D)	R	R	R
4. Zablocki (D)	R	R	R
5. Reuss (D)	R	R	R
6. Steiger (R)	W	W	W
7. Obey (D)	R	W	W
8. Cornell (D)	R	R	W
9. Kasten (R)	W	W	W
WYOMING			
AL Roncalio (D)	R	W	R

Top Officers Re-Elected:

Asbestos Workers Boost Per Capita

Bal Harbour, Fla.—The Asbestos Workers approved a five-step increase in per capita payments and authorized the creation of a political action fund based on voluntary contributions.

Revenue gains from the $3.50 boost in monthly per capita are needed to offset the union's 45 percent increase in operating expenses over the past five years, the 370 delegates to the 23rd convention were told.

Membership payments to the international will rise from the present monthly level of $5.50 by $1.50 next Jan. 1 and by 50 cents in four annual steps to reach $9 beginning in 1982. A two-step per capita increase totaling $1 was authorized five years ago by convention action.

In his keynote address to delegates, President Andrew T. Haas said that stepped-up participation in political affairs is essential for the Asbestos Workers.

"Politics now plays such an important part of our very existence and survival that we must seriously consider creating some sort of political action fund of our own," Haas stressed.

"We must stay alert to what is happening around us" to take advantage to meet the union's basic goals, he said.

He cited the bitter experience of the economic downturn during the past five years that resulted in a jobless rate among Asbestos Workers as high as 23 percent, adding that the construction industry still suffers from unemployment that is three times higher than that of the overall workforce.

Despite the nation's recession, Sec.-Treas. William G. Bernard reported that the union showed a slight increase in membership since the last convention. During that same period, the average wage rate for Asbestos Workers increased 45.5 percent to $11.87 an hour in June 1977.

Because of the wage improvements and anticipated increases in future negotiated agreements, Bernard said he saw no hardships for union members in meeting the increased per capita payment.

Delegates re-elected Haas and Bernard to new five-year terms, along with the nine incumbent vice presidents who make up the union's executive board.

The convention authorized Haas and the executive board to make changes in the union's constitution to give Canadian members greater autonomy in matters affecting them directly.

Haas also was authorized to appoint a committee to study problems arising from conflicts between local apprenticeship committees and business agents over the placement of apprentices on the job.

The convention rewrote a section of the union's constitution specifying that the ratification of newly negotiated agreements be conducted through secret balloting. Previously, voting procedures on new agreements were determined by local rules, and secret ballots were optional.

Dr. Irving J. Selikoff of the Mount Sinai School of Medicine gave delegates an updated report on the serious health hazards Asbestos Workers encountered on the job.

Selikoff, who has conducted a number of medical studies for the union, said that various forms of cancer traced to occupational exposure to asbestos are responsible for 34 percent of the total number of deaths among Asbestos Workers.

But research projects supported by the union have provided vital information on long-term exposure of workers to the carcinogen, he said, and are contributing to improvements in the detection, treatment and cure of many forms of cancer.

Dr. Henry Anderson, an associate of Selikoff at Mount Sinai, outlined a program for Asbestos Workers to cut the risk of cancer through personal health habits and early detection of cancer warning signals.

Wine Workers Ratify Major Contract Gains

Fresno, Calif.—More than 4,000 Distillery & Wine Workers in California's Central Valley ratified a three-year contract providing for a 19.5 percent wage increase through 1980 and a significant improvement in the union's pension program.

The agreement, which covers 26 plants producing 90 percent of California's wine, gives DWU members 52 cents an hour more in the first year of the contract term, followed by raises of 43 and 42 cents an hour in the next two years.

Starting from an hourly weighted average for all classifications of $6.66, the average wage for a California DWU member by August 1, 1979, will be $8.03 an hour, the union said.

The new contract also pegs the cost-of-living cap at 12 cents an hour in the second and third years of the contract, up from the present 10-cent limit.

Employer contributions to the DWU's social security fund will double under the new pact, to $87.50 per member per month. Pension benefits are improved and full medical coverage is provided for the first time for retirees and their dependents.

The new agreement provides for full medical coverage for up to 12 months of "temporary absence from employment" for those workers with three years seniority. It adds a fifth week of vacation and reduces seniority qualifications for the third and fourth weeks.

The settlement, covering the Fresno and Modesto locals of the DWU, was the product of negotiations between the Winery Employers Association and a DWU negotiating team led by President George J. Oneto.

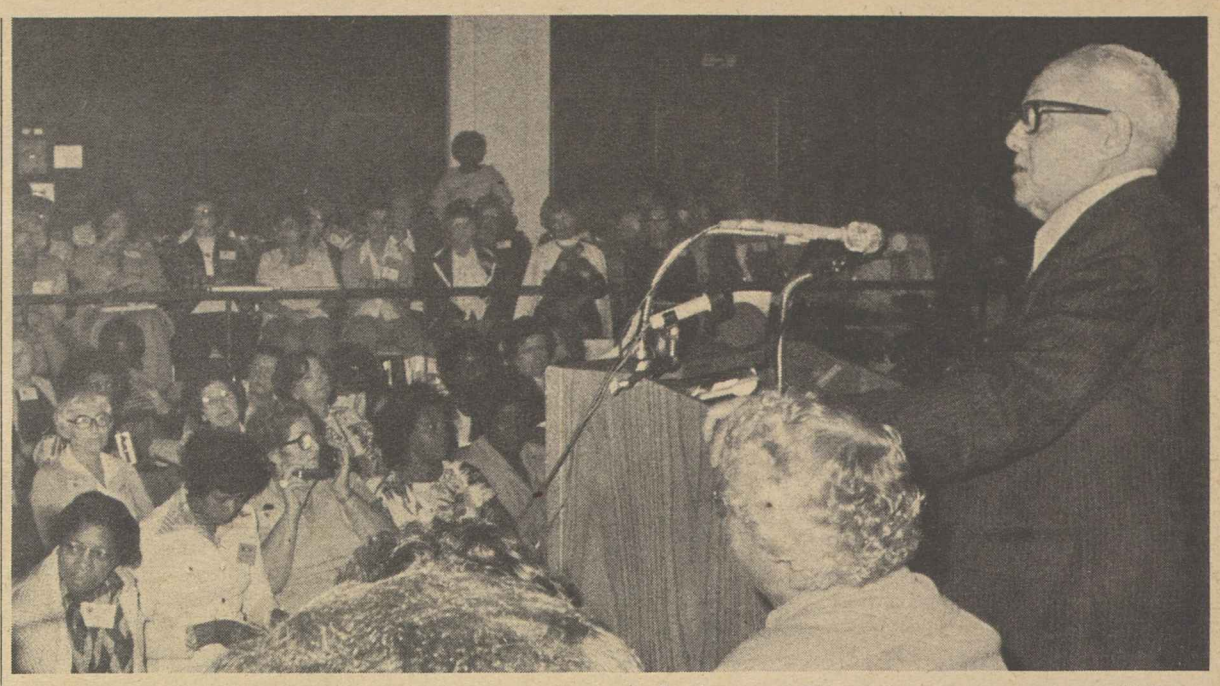
The ratification by two-thirds of the membership followed rejection of two earlier employer proposals and narrowly averted a strike.

Oneto said the contract settlement should set a pattern for independent wineries in the state.

Insured Jobless Rolls Fall Below 3 Million

The number of persons receiving unemployment insurance benefits dropped below 3 million for the first time since November 1974.

During the week ending Sept. 3, insured unemployment dropped by 210,000 to 2,970,000.



UNION WOMEN and the entire labor movement are in the same fight to improve wages, conditions and social programs for all workers, AFL-CIO President George Meany told members of the Coalition of Labor Union Women at a legislative conference prior to CLUW's national convention.

Meany Calls Role of Union Women Vital in Achieving Labor's Goals

Union women and the entire labor movement are in the fight together for fair wages, equal rights and needed social programs, AFL-CIO President George Meany told the Coalition of Labor Union Women.

Addressing a CLUW legislation conference on the eve of the coalition's national convention, Meany said the support of women workers is essential in winning the AFL-CIO's objectives ranging from ratification of the Equal Rights Amendment to labor law reform.

"It's all one fight—with a lot of separate battles," Meany stressed. "ERA, full employment, minimum wage, labor law reform, pregnancy benefits, national health insurance—these are not women's issues, they are labor issues, trade union issues.

They are fights all of us must win and win together," he stressed.

With the immediate focus on the struggle to legislate a fair minimum wage, Meany said that he had been labeled a "closet feminist" in House hearings because the measure is so weighted towards women workers.

"Well, if supporting a living wage for all workers makes a feminist, move over, sisters," Meany declared. "I've been called lots worse."

Although the indexing formula was dropped from the House-passed minimum wage measure, it was not the setback for labor that the news media labeled it, Meany said.

He pointed out that the House bill provides for increasing the wage floor from $2.30 an hour in three steps to $3.05 an hour over two years.

"Let me ask, is there any union represented in this room or in the AFL-CIO itself that would not take a setback like that—33 percent in two years?"

The difference between indexing and the House-passed bill is a loss of 4 cents next year and 10 cents the following year, Meany noted.

While labor did not attain all that it sought in the House measure, he observed, it was a definite step forward and further improvements are likely to come out of the Senate.

Just as in the minimum wage and ERA struggles, women have a stake in the campaign for labor law reform, Meany said.

"It is frequently women workers who are the most exploited," he noted. "That's why it was no surprise to me that many of the workers witnesses for labor law reform have been women.

"Equally, I have not been surprised that many of the employer witnesses—so clearly anti-union—also have the lousiest records when it comes to equal employment opportunities," he stressed.

"After all, scratch an opponent of ERA, and you'll find a dedicated supporter of the so-called right-to-work law."

In setting immediate legislative goals, the 320 CLUW convention delegates called for passage of the Kennedy-Corman National Health Security bill, benefits for pregnancy-related disability, federal child care programs and stepped-up efforts for ratification of ERA.

The convention authorized the creation of a national child care task force to unite local and national organizations in the drive for a comprehensive federal day care program, in addition to urging the labor movement to make child care a high priority legislative goal.

CLUW members were also urged to make child care a priority item in collective bargaining.

Delegates elected Joyce Miller, a vice president of the Clothing & Textile Workers, to a two-year term as president. She succeeds Olga Madar, a former vice president of the Auto Workers, who did not seek re-election. The convention voted to make Madar, the first president of CLUW, president emerita.

The convention elected Addie Wyatt to the new office of executive vice president. She is a vice president of the Meat Cutters and formerly held CLUW's sole vice presidential office.

Two new vice presidential posts were created to handle specific duties. Gloria McGee of the State, County & Municipal Employees was elected vice president to oversee efforts to spur CLUW membership growth and to encourage greater women's participation in their unions.

Clara Day of the Teamsters was elected vice president for political action and legislation in the only contested election. Her opponent was Velma Hill of the Teachers.

Gloria Johnson of the Electrical, Radio & Machine Workers was re-elected treasurer; Patsy Fryman of the Communications Workers, was re-elected recording secretary, and Odessa Komer of the UAW was elected to her first term as corresponding secretary.

In other action, the convention:

- Reaffirmed efforts to organize women workers who have no union representation.
- Renewed CLUW policy to safeguard worker seniority rights.
- Pledged to continue efforts to eliminate employer discrimination based on sex.
- Made Meany an honorary member of CLUW.

Major speakers addressing the two-day convention and legislative conference included Sen. Edward M. Kennedy (D-Mass.), Representatives Yvonne B. Burke (D-Calif.), Barbara Mikulski (D-Md.) and John Conyers (D-Mich.); Alexis Herman, director of the Labor Dept.'s Women's Bureau; Esther Peterson, President Carter's assistant for consumer affairs; Thomas R. Donahue, executive assistant to Meany, and Victor Kamber, director of the AFL-CIO Task Force on Labor Law Reform.

Rally Backs Freedom Goal In Ukraine

New York—AFL-CIO Regional Director Michael Mann told a Ukranian-sponsored human rights rally of more than 20,000 here that "the cause of Ukrainian freedom cannot be separated from the plight of all Soviet citizens or oppressed people around the world."

Speaking on behalf of AFL-CIO President George Meany, Mann added that "from its earliest days, the American labor movement has . . . supported the struggle for freedom as a basic expression of American society, realizing what was at stake for all people in the struggle between democracy and totalitarianism."

He noted that the first resolution of the old AFL concerning foreign affairs called for Cuba independence in 1896 and, referring to the Soviet Union, said that up to the present day "the AFL-CIO continues in its fight against this despotism."

He said there is only one value "that can form the basis of an appeal by Americans to the other people of the world—the defense of freedom and the extension of democracy."

Mann's address followed a stirring message from the Ukrainian dissident, Dr. Mikhail Shtern, who was recently released from detention by Soviet authorities.

The rally in Bryant Park was sponsored by the Ukrainian Congress Committee of America and featured a parade down 5th Avenue as well as addresses by various religious and political figures.

Fast-Breeder Reactor:

House Vote Revives Nuclear Power Plan

The House voted to continue the Clinch River, Tenn., breeder reactor program despite President Carter's desire to close it down.

It approved the full $150 million authorization supported by the AFL-CIO after decisively rejecting both the Administration plan to phase out the project and a Senate compromise that would continue research but delay construction.

The fast-breeder reactor would use a technology to generate electricity from nuclear power which would yield as a byproduct more plutonium fuel than it consumes. Carter's argument against going ahead with the program is that it would encourage similar projects in other nations and make plutonium—a key ingredient of nuclear weapons—too easily available.

A letter from AFL-CIO Legislative Director Andrew J. Biemiller to House members contended that similar nuclear research and development in western Europe will continue regardless of the unilateral decision of the United States.

Labor's position, he said, is that all energy sources should be developed, including solar, nuclear and geothermal.

Given the seriousness of the energy crisis, Biemiller said, abandonment or delay of the Clinch River project would be "a serious miscalculation."

The House rejected by a 246-162 vote the Administration amendment to cut the authorization to $33 million in order to phase out the program. It then defeated by an even bigger 277-129 margin the Senate compromise.

The final versions must be worked out in a House-Senate conference committee. And after an authorization bill becomes law, the funds must still be appropriated in separate legislation.

In another energy-related area, the House Rules Committee cleared for early floor action the Administration's oil cargo preference bill, a measure strongly supported by maritime unions and the AFL-CIO.

The legislation would require that a small portion of oil imported into the United States be carried in U.S. tankers.

At present, American-flag tankers carry only 3.5 percent of oil imports. The bill would raise the ratio to at least 4.5 percent immediately and to 9.5 percent by 1982. Even this modest share would result in additional jobs at sea and in shipyards.

Last year President Ford vetoed a bill that would have given U.S. tankers an even larger share of the oil trade, and House Republicans have been accusing President Carter of giving in to political pressure from the maritime lobby.

In effect, the GOP leadership accused Carter of having carried out his public campaign pledge.

The Rules Committee, however, refused a Republican demand that the bill be held up until Administration officials were made to testify about the politics of the decision to support the bill. It voted 10-3 to clear the bill recommended by the Merchant Marine Committee for the House floor.

In other congressional developments:

- A closely divided Senate moved towards a showdown on deregulation of natural gas prices, a step opposed by labor and the Administration as a windfall for big oil companies at the expense of consumers.
- The Senate Finance Committee rejected the so-called gas-guzzler tax, which the AFL-CIO said would amount to another form of rationing by price, and voted to continue the existing income tax deduction for state and local gasoline taxes.
- The House had scheduled a vote on a bill that would bar any mandatory retirement requirement for employees below the age of 70. The present ban on age discrimination extends only to age 65. But a legislative logjam forced a temporary postponement.

New Battles Take Shape On Wage Bill

(Continued from Page 1)

erage only enterprises with receipts of less than $250,000 a year—the so-called "ma and pa" stores.

By a last-minute amendment, the House doubled the exemption figure to $500,000. The action precluded a vote on an amendment acceptable to minimum wage supporters that would have allowed the $250,000 exemption figure to rise gradually in future years through a cost-of-living escalator.

Other cutbacks in the House bill would exempt full-time babysitters and allow children under 12 to work on farms.

On the plus side, the House bill improves overtime standards for almost 2.5 million workers who now are exempted in various ways from the basic 40-hour workweek.

Correspondence about address corrections should be sent with attached mailing label to: AFL-CIO Subscriptions, Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

9-24-77

MINNESOTA AFL-CIO convention delegates are saluted by Sen. Hubert H. Humphrey as he made his first public speaking engagement since leaving the hospital for cancer treatments. He was presented a hardhat declaring him No. 1 Senator, Vice President and Minneapolis Mayor.

Senate Adopts Flat Ban On Unions in Military

The Senate voted a sweeping ban on any form of union organization or representation of members of the armed forces, with stiff, criminal penalties for violations.

It passed the bill by a 72-3 vote even though the Defense Dept. is in the process of issuing regulations prohibiting union organization of the military services and the leading union of government workers recently voted in a referendum not to seek to represent the uniformed services.

A closer 43-34 vote kept in the Senate bill a provision that would force thousands of civilian technicians with Air Guard, Air Reserve and National Guard units to give up their union membership or face jail terms.

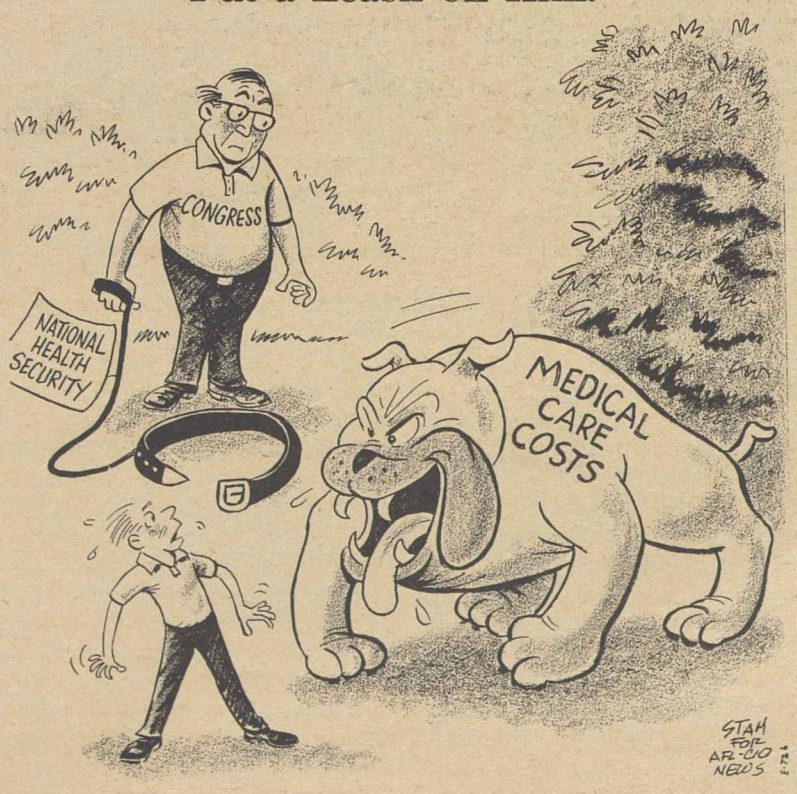
The Senate bill specifically covers some 28,000 civilians employed by reserve and guard units to which they also belong and join on weekend training exercises. The American Federation of Government Employees represents about 15,000 of them in collective bargaining. Sen. James Abourezk (D-S.D.) led the unsuccessful effort to exclude them from the bill's prohibition.

Both the AFGE and the Defense Dept. have taken the position that these employees have the right to collective bargaining on issues affecting their civilian jobs.

While the AFGE, in accordance with its membership vote, is not seeking to organize the military, the union served notice that it will challenge the constitutionality of any law that would prohibit union representation or membership.

The House is not expected to consider the issue in this session.

'Put a Leash on Him!'



Benefit Parity In Pregnancies Wins Big Vote

(Continued from Page 1)

benefits for pregnancy-related conditions to six weeks was rejected, 72-13.

Unless comparable time limits were applied to other forms of disabilities, Williams said, such an "arbitrary" cutoff would be discriminatory and "directly contrary to the purpose and spirit of this legislation."

He and other supporters of the measure made the point that an employer has the right to require medical verification of disability as a safeguard against abuse.

A House subcommittee headed by Rep. Augustus F. Hawkins (D-Calif.) has already completed hearings on a companion bill. But the House is not expected to act on the legislation until early next year, in the second session of Congress.

Employer organizations have attacked the bill as imposing a heavy cost burden on companies that will have to improve their disability benefit or sick pay plans. But government and congressional reports showed the actual cost substantially less than business opponents claimed.

At Senate hearings last May, AFL-CIO Associate General Counsel Laurence Gold charged that the inflated cost estimates were being circulated by employer groups "in an effort to kill the bill."

He said "the critical public goal of equal treatment for women is worth far more" than the "relatively small" cost of equalizing benefits.

The legislation also has Administration support.

Humphrey's Visit Rouses State Labor

(Continued from Page 1)

justice. He spoke of the tasks ahead, and of his determination to accomplish them.

Humphrey, told by his doctors that he has inoperable cancer, assured the union delegates that he's "not about to have somebody cover me up."

Humphrey expressed pride in having been chosen chairman of Americans for Justice on the Job, the national coalition of trade union, civil rights, church, civic and women's organizations supporting labor law reform.

"America is a living testimonial to what free men and women organized into free, democratic trade unions can do to make a better life, and we have to be proud of it," he declared.

"It won't be easy," he cautioned the 900 delegates, many of whom have marched arm in arm with their state's senior senator during his long political career. But if the trade union movement does its job, he prodded, labor law reform will be enacted.

Humphrey, the co-sponsor of the labor-supported full employment bill, told the convention that "solving the problem of unemployment is not only an economic necessity, it is a social necessity."

Describing his bill, Humphrey acknowledged that "we're not going to eliminate unemployment in one year."

But, he stressed, "if we don't have any idea of where we want to go, or how we're going to get there, we're going to be spinning our wheels."

At another point, he said that if the United States can participate in a World Bank that lends money to countries like Chile and Afghanistan, "then we ought to be able to have a national domestic development bank that can loan money to Minneapolis and St. Paul and New York City and Rochester and Los Angeles and San Francisco."

It was vintage Humphrey, and the delegates loved it.

AFL-CIO Sec.-Treas. Lane Kirkland, who addressed the convention the next day, spoke the sentiment of the delegates in terming the narrow defeat of Humphrey in the 1968 presidential election "one of the worst setbacks we have had in the struggle to create a just society."

Carter Okays 7.05% Rise in Federal Pay

(Continued from Page 1)

that culminated in a walkout last year from the Federal Employees Pay Council by AFL-CIO unions. They charged that their role in the pay-setting procedure had been relegated to mere window-dressing.

The unions returned this year after assurances from the Carter Administration that they would have a meaningful role in pay determinations and the principle of pay comparability would not be sacrificed to budget considerations.

The raise will take effect Oct. 1 without the need for action by Congress.

The comparability salary-setting procedure does not affect the government's hourly-paid blue-collar workers or the nation's postal employees.

Blue-collar workers have their pay adjusted annually on the basis of prevailing wage rates in their localities. And postal workers negotiate their pay directly with the U.S. Postal Service.

Public Favors Reform of Labor Laws

AFL-CIO News

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Poll Finds Support Tops 90%

An overwhelming majority of Americans favors reform of the nation's labor laws to assure the rights of workers to organize for collective bargaining, a national polling firm has found.

In the first national sampling of public attitudes on legislation to strengthen enforcement of the country's basic labor laws, Public Interest Opinion Research, based in Alexandria, Va., found that 97 percent of the 800 adults it surveyed believe that before workers vote on whether to join a labor union, they should have an equal opportunity to hear both company and union arguments. At present, employers are permitted to oppose union organization at captive-audience assemblies of their workers, but unions have no right to reply in the same setting.

A 90 percent majority thinks that an employer should not "be allowed to threaten workers with a loss of their jobs if they vote to join a union." The latter finding is especially significant, the AFL-CIO observed, in view of employer proposals to eliminate prohibitions against threats in the name of "free speech."

Conducted for the AFL-CIO, the poll also found that 55 percent of all Americans favor liberalization of the restrictive Hatch Act, while 29 percent are opposed. The results also indicated that public support increases when specific provisions of proposed Hatch Act reform legislation are explained.

The poll was carried out by telephone between Aug. 29 and Sept. 8. The national random sample of 800 adults, 18 years of age and older, contains a potential sampling tolerance of 4 percent for 95 cases out of 100.

"Much of the public support for specific labor law reform proposals can be explained by the American people's basic approval of unions and collective bargaining as legitimate vehicles to advance working people's interest," Vic Fingerhut, an official of the polling firm, observed.

The survey also found that a 69 percent majority believes the government should not "buy products or services from a corporation that has illegally harassed or fired workers who had been trying to organize a union at a company plant." Only 14 percent were opposed ot this proposal.

Key elements of President Carter's labor law reform proposals deal with expediting National Labor

(Continued on Page 2)

Threat to Jobs, Economy Posed by Federal Reserve

House Lifts Retirement Age Rule

The House voted 359-4 to prohibit any private employer or pension plan from imposing a mandatory retirement age below 70.

The bill would also lift nearly all age limits in the federal civil service. Federal employees who now must retire at age 70 would be able to stay on the job as long as they are physically and mentally able to do the work.

Nothing in the bill would prevent or discourage workers from retiring earlier, and the eligibility ages for social security and private retirement benefits would not be altered.

A companion bill is awaiting final action by the Senate Human Resources Committee and the measure received a somewhat qualified endorsement from President Carter.

Carter, in a letter to Sen. Harrison A. Williams, Jr. (D-N.J.), said he supports the "principle" of the proposed amendments to the Age Discrimination in Employment Act, which now protects the job rights of older workers only up to age 65.

He noted that the Administration has testified in favor of removing the mandatory retirement age for federal workers, except in jobs, such as law enforcement officer and air traffic controller "where age has been shown to be an important indicator of job performance."

These jobs and others that now have both mandatory early retirement and higher pension benefits were exempted from the House bill.

(Continued on Page 8)

LAID-OFF STEELWORKERS, who lost their jobs in Youngstown, Ohio, to rising steel imports, are met at the White House gates by Margaret Costanza, an assistant to President Carter. The 300 USWA members delivered a petition urging the government to curb steel imports and to relax pollution control regulations. Youngstown Sheet & Tube Co. said it is laying off 5,000 of the 8,400 workers at its Mahoning River Valley facilities.

Attempt To Scuttle Measure:

Reform Foes Mount Drive to Delay Bill

The nation's most powerful employer groups have joined forces in a last-ditch effort to scuttle labor law reform and their congressional allies are trying to give them more time by delaying a House vote, anticipated the week of Oct. 3.

At a news conference noteworthy for its frankness, Republicans John Ashbrook of Ohio and John Erlenborn of Illinois said a delay would buy time for business groups to build home-district pressure on House members.

"Give us a couple more weeks and we'll have it," Ashbrook said.

The news conference was arranged by a coalition of business groups including, the Chamber of Commerce, National Association of Manufacturers and the Business Roundtable—the same organizations that worked together to weaken the minimum wage bill and defeat the construction site picketing bill.

The Chamber of Commerce announced that it has sent out a special alert to its affiliated business firms calling on them to lobby against labor law reform.

The bill the business groups are fighting would speed up NLRB election procedures and the processing of unfair labor practice charges, and penalize employers who illegally fire or threaten union supporters.

If it were enacted, the Chamber of Commerce warned, union membership would rise and "union bosses" would have more influence in a community. That would be followed by "the election of far more pro-union politicians," the sort of thing that led to what the Chamber termed "the sad decline of England."

As the legislation moved toward the House floor, hearings on a comprise bill continued in the Senate.

The Senate testimony featured

(Continued on Page 2)

Congress Unit Hits Policies

Another relapse in the nation's economy is possible if the Federal Reserve Board pushes its restrictive monetary policies, the Joint Economic Committee of Congress warned.

What the country needs now is not tighter money and the high interest rates that such a short supply brings but more economic stimulus to create jobs, the panel declared in its annual mid-year review of the economy.

In an unusually strong attack on the central bank, the committee charged that the Federal Reserve Board's "obsession with inflation" has caused it to pursue policies which have reduced the nation's money supply by about 9 percent since the end of 1972.

"This disastrous policy was a principal cause of the magnitude and length of the (1973-75) recession; it has been a perennial source of obstruction to recovery; and it now threatens to abort the recovery entirely if the policy is continued," the majority report of the committee concluded.

The report said that a growth recession is "a distinct possibility in the near future" unless the Administration steps in soon with expansionary programs.

Noting that it had expressed concern over the inadequacy of the President's proposals to improve the state of the economy in a report six months earlier, the com-

(Continued on Page 7)

Justice on Job Coalition Adds Advisory Unit

Sen. Hubert H. Humphrey (D-Minn.) announced that an advisory committee of "distinguished citizens representing a cross-section of American society" will help press for labor law reform.

Humphrey is chairman of Americans for Justice on the Job, the coalition that is supporting the Administration's labor law reform bill.

He released a still-expanding list of 46 members of an advisory board—a diverse group including such persons as Lt. Gov. Thelma Stovall of Kentucky and the Rev. W. Shriver, Jr., president of Union Theological Seminary; Dr. Barry Commoner, the noted biologist

(Continued on Page 3)

4-Step Boost in Minimum Wage Backed by Labor, White House

Senate sponsors of the minimum wage bill have proposed a four-step rise, to $3.40 an hour, as an alternative to the indexing formula that the House has rejected.

The new step-up plan has the support of both the AFL-CIO and the Carter Administration. It is sponsored by the chairman of the Senate Human Resources Committee, Harrison A. Williams, Jr. (D-N.J.), and the senior minority member, Jacob K. Javits (R.-N.Y.).

Williams and Javits will introduce their amendment when the minimum wage bill the committee approved earlier reaches the Senate floor. That was supposed to have happened this past week, but the Senate battle over natural gas deregulation pushed the timetable back.

Under their new step-up plan, the minimum wage would go initially from the present $2.30 an hour to $2.65. That's the same first step as in both the House-passed bill and the Administration minimum wage formula that the Senate committee has endorsed.

The Williams-Javits proposal would raise the wage floor to $2.90 in 1979, to $3.15 in 1980 and to $3.40 in 1981.

By contrast, the three-step plan adopted by the House would raise the wage floor only to $2.85 in the second year and to a final step of $3.05 in 1980.

The increases provided in the Williams-Javits amendment "are desperately needed by the working

(Continued on Page 8)

BLACK LEADERS testify for labor law reform at Senate hearings. From left: Bayard Rustin, president of the A. Philip Randolph Institute; Dorothy Height, president of the National Council of Negro Women, and Clarence Mitchell, Washington director of the NAACP.

Employer Groups Mount Drive To Scuttle Labor Law Reforms

(Continued from Page 1)

a different type of coalition—made up of a broad array of public interest and civil rights organizations, religious leaders and women's groups that have joined the trade union movement in endorsing the Administration bill.

To Clarence Mitchell, Washington director of the NAACP and chairman of the Civil Rights Leadership Conference, the legislation is "particularly important to black people" who are concentrated in occupations and regions of the country "where employer abuses of existing law have blocked collective bargaining."

Bayard Rustin, president of the A. Philip Randolph Institute, told the panel that blacks seeking to exercise their rights as workers often "face barriers which are almost as formidable as those they faced in gaining their civil rights and voting rights."

The legal right of workers to choose whether they want to be represented by a union is meaningless, Rustin stressed, when employers are able to "defy the law with near impunity."

The president of the National Council of Negro Women, Dorothy Height, was not impressed by employer arguments that labor law reform would make it easier to organize.

For both black and white women, she said, "unions are the most important ally they have in their fight for more adequate wages and better working conditions."

The Senate Subcommittee on Labor also heard from several panels of union witnesses, with testimony by others necessarily postponed by the 'round-the-clock floor battle over energy legislation.

Union testimony included:

- A demonstration by the Industrial Union Dept.'s general counsel, Elliot Bredhoff, that the token backpay awards to workers illegally fired for union activities represent to employers "a bargain price for union-busting." And, he reminded the panel, when an employer refuses to bargain "astonishingly, at present, the Labor Board's only remedy for a refusal to bargain is an order directing the employer to bargain."

- Paperworkers Vice President Arnold E. Brown submitted a four-page chronology of the delays the union encountered in first getting an election and then getting bargaining started for a unit of 29 Westvaca workers employed near Covington, Va.

On June 16, 1975, the union filed an election petition signed by 19 of the 29 workers. The election was not held until September 1975 and the union was not certified until March 1976.

A refusal to bargain charge was upheld by the NLRB in October 1976 and finally enforced in federal appellate court in July 1977. The first bargaining session was held on Aug. 29, 1977, and no contract has yet been negotiated.

- Furniture Worker witnesses Donald Riger of the UFWA staff and Gerald Wasik, a member of the union's bargaining committee at Donn Products, Westlake, Ohio, gave first-hand testimony to the type of unfair labor practices by an employer that make a fair election impossible, and the years of delay in a bargaining order still pending in federal court.

- George Murphy, general counsel of the Retail Clerks, and Max Zimny, general counsel of the Ladies' Garment Workers, noted that the law has been flouted by anti-union employers in all parts of the country, not just the South. On the same panel, Service Employees General Organizer John Geagan spoke to the severely restricted rights of security guards under present law. They cannot in an NLRB election choose a union that admits non-guards or is part of a federation such as the AFL-CIO. The Administration bill would remedy that curb.

- Robert L. Muehlenkamp, organizing director of Local 1199, the health services division of the Retail, Wholesale & Department Store Union, cited the "contempt" with which employers treat the law. Within the past week, he testified, seven union supporters were fired just days before a scheduled representation election.

Poll Finds Public Backs Full Rights for Workers

(Continued from Page 1)

Relations Board procedures and strengthening remedies in cases involving the illegal discharge of workers during an organizing campaign. The Administration's package is strongly backed by the AFL-CIO.

The sampling clearly reflects that most Americans understand what weak enforcement of the law against illegal worker discharge can mean. The poll found that 72 percent were convinced that "workers would be afraid to actively support a union if they knew their employer might fire them and it might take up to two years to get their jobs back."

Both union and non-union families agreed that "members of labor unions are better off as a result of being a union member." Among non-union members, 48 percent said union members are "better off" while 14 percent said "worse off" and 39 percent saw no difference or did not know. Among union families, 74 percent said they were better off, 4 percent said worse off, and 24 percent saw no difference or were not sure.

The results of the poll paralleled findings of a survey last May by the same firm and a national survey by pollster Louis Harris last January. The May survey showed a 59 to 34 percent majority agreeing that "most working people need labor unions to protect their rights." The Harris survey reported a 59 to 25 percent majority believed that "if there were no unions, most employers would quickly move to exploit their employees."

On Hatch Act reform, 55 percent of the respondents said they felt the statute prevents most federal employees from becoming involved in political activities.

William H. McClennan, president of the AFL-CIO Public Employee Dept. which shared the survey's funding with the federation, observed that federal and postal employees have been singled out for restrictions against their political rights..

"The time has come to end this unfair situation," McClennan said. House-passed Hatch Act reform legislation pending before the Senate Governmental Affairs Committee contains sufficient safeguards to protect federal workers from abuses while permitting them the same political rights granted to others, he said.

ATU's 44th Convention:

Transit Union Seeks 'No-Fare' Expansion

The Amalgamated Transit Union will continue its fight for no-fare public transportation in urban areas, President Dan V. Maroney, Jr. pledged at the union's 44th convention in Washington, D.C.

Maroney and other ATU leaders also told the approximately 500 delegates that the union would fight any attempt to water down legislative assurances protecting members' jobs, wages and collective bargaining rights in federally-funded mass transit systems.

Maroney noted that the Carter Administration "appears to be interested in the concept" of no-fare mass transit, and he lauded the Administration for releasing congressionally-approved funds for no-fare experiments in Salt Lake City and Trenton, N.J.

He added, however, that the Administration must provide more substance and less rhetoric on expansion and aid to public transportation.

The union has long supported the no-fare concept, which would provide transportation to everyone within urban areas and would be financed like any other public service, such as police and fire protection, through tax revenues.

Transportation Sec. Brock Adams told the convention that the Administration's mass transit program is based "on the right of each local community to shape a system that meets its needs."

Adams said he appeared at the convention in part to dispel "a number of rumors that this Administration is not in support of public transportation."

"This is not true," he declared, adding that the Administration backs public transportation "not only for its contribution towards ending the energy crisis but for improving the quality of life for all people in urban areas."

Adams drew an enthusiastic response from the convention when he stressed that "public transportation is as much a public function as police, fire and water purification," and that it should be supported in the same manner.

Administration support was also pledged to the convention by Assistant Labor Sec. Francis X. Burkhardt, who is charged with administering Section 13c of the Urban Mass Transportation Act of 1964.

That provision insures the continuation of employment, wages, job classifications, seniority, pensions and collective bargaining rights to workers in transit systems using federal funds for capital and operating assistance.

Burkhardt said that despite attacks on 13c from business and the American Public Transportation Association, the Administration "will make sure that any new guidelines stay faithful to the intent of Congress in passing this law."

A former staff member of the Painters and the AFL-CIO, Burkhardt congratulated the ATU on its role in writing 13c into law. He said that collective bargaining and other employee rights had been protected by the clause in more than 2,300 cases since 1964.

Maroney noted in his report to the delegates that even in a period of high unemployment and inflation, the union's membership has increased—up about 10,000 to 150,000 since 1975—and real wages of members have risen more than 2.3 percent annually.

He cautioned that the union's success has given rise to a counter-attack seeking to strip rights away from the transit worker "so that he can be treated like other public workers—that is as a second-class citizen."

The convention also heard a strong appeal for letters and telegrams in support of labor law reform from Sen. Harrison Williams, Jr. (D-N.J.), who is the bill's Senate co-sponsor, and from COPE Director Al Barkan. Other major speakers included D.C. Mayor Walter Washington, and House Speaker Thomas P. O'Neill (D-Mass).

Wynn, Whaley Elected To Head Retail Clerks

William H. Wynn was elected president of the Retail Clerks by the union's executive board to fill the vacancy created by the death of James T. Housewright.

The board also elected Thomas G. Whaley to succeed Wynn as a secretary-treasurer and John E. Mara as a vice president. Mara had been president of the Boot & Shoe Workers, which merged with the RCIU last month.

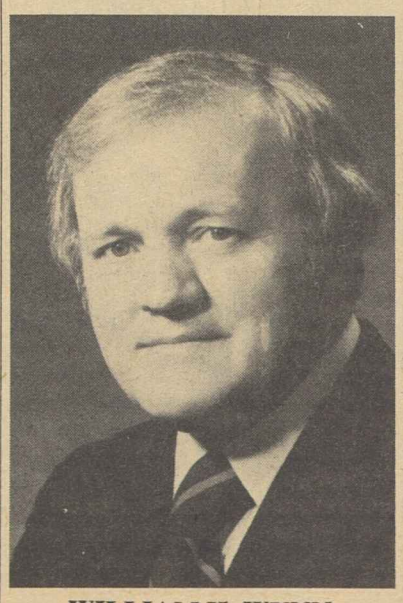
The merger pushed RCIU's membership total over the 700,000 mark. Mara will serve as director of the union's new shoe workers' division, which includes some 30,000 members.

Wynn, 47, has been a member of the RCIU since 1948 and served as a business representative for Local 37 in South Bend, Ind., from 1954 to 1959 until he became an organizer for the union's Indiana district council. He later held a number of posts in four of the union's nine divisions.

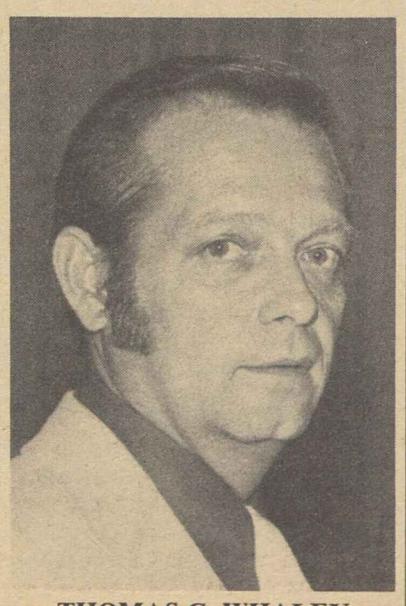
Wynn was elected a vice president of the international in 1972 and secretary-treasurer last year to succeed Peter Hall, who retired. He was elected to a full five-year term at the RCIU convention earlier this year.

Whaley has been on the union's international staff since 1960, serving in a number of capacities. He was elected a vice president in 1968 and appointed director of organization four years ago.

Wynn, Whaley and Mara were elected to terms that expire Oct. 1, 1982.



WILLIAM H. WYNN



THOMAS G. WHALEY

Unions Press for Curbs:

Zenith Joins Flight To Foreign Plants

The elimination of 5,600 American jobs that will result from Zenith Radio Corp.'s shift of television and stereo set production overseas underlines the urgent need for the overhaul of U.S. foreign trade policy and laws, four AFL-CIO trade union leaders declared.

Zenith announced earlier that it will transfer "substantial portions" of its TV production to plants in Mexico and Taiwan, in addition to buying stereo products from foreign sources.

Zenith's decision "is a bitter shock," the union leaders said. The joint statement was issued by Sec.-Treas. Jacob Clayman of the Industrial Union Dept., President Charles H. Pillard of the International Brotherhood of Electrical Workers, President David J. Fitzmaurice of the Electrical, Radio & Machine Workers, and President George M. Parker of the Flint Glass Workers.

Over the next 12 months, 3,500 Zenith production workers will be laid off because of the shift of television module board and chasis assembly operations to Mexico and Taiwan. Another 1,500 production jobs will be wiped out with the shutdown of domestic stereo set operations. In addition, 600 salaried positions were eliminated by cutbacks in corporate activities, the firm said.

Workers affected by the Zenith cutbacks are employed at plants in Chicago and Paris, Ill.; Springfield, Mo.; Sioux City, Iowa, and Watsontown, Pa. Zenith said it was making the move to take advantage of cheap foreign labor.

The union leaders noted that "Zenith was the last of a long line of American television manufacturers to travel this dismal road. The action demonstrates again how poorly our government has performed in maintaining the integrity of our economy, our industries and our jobs."

Zenith announced its decision a day after the Commerce Dept. reported that the United States suffered a $2.67 billion trade deficit in August, the 15th red-ink month in succession.

An expected $30 billion trade deficit for 1977 is warning enough, the union leaders said, stressing that "unless immediate governmental steps are taken, we can look forward to the ultimate decimation of American manufacturers.

"We intend to forcefully bring to President Carter's attention this further proof of America's appalling lack of defense against unfair imports."

The joint statement said that the flood of unfair imports is resulting in a steady erosion of American jobs and industries, including television, electronics, steel, clothing and shoes.

In referring to the Zenith action, the union leaders observed: "Once again, Americans are being thrown out of work by an American employer, in an industry developed and finance by American sources.

"Surely this latest massive destruction of jobs must overcome any remaining reluctance to reform our foreign trade policies and laws."

Unions representing workers in the American electronics industry and a number of manufacturers have repeatedly warned the government that imports are threatening the U.S. television manufacturing industry with extinction.

The labor-industry Committee to Preserve American Color Television (COMPACT) petitioned the International Trade Commission a year ago to curb unfair imports.

COMPACT pointed out that imports had taken over 70 percent of the black-and-white TV market in the United States and that color TV imports had captured nearly 40 percent of the market.

The committee said that the continuing rise in imports threatened the remaining 65,000 jobs in American color TV production.

The labor-industry committee has also assailed the "orderly marketing" arrangement covering TV imports that Carter's chief trade negotiator had worked out with Japan—the world's largest exporter of television sets to the United States. Despite the arrangement, imported Japanese TV sets during the first-half of 1977 exceeded the comparable 1976 level.

Hickey Appointed Counsel to PED

Edward J. Hickey has been appointed general counsel of the AFL-CIO Public Employee Dept., PED President William H. McClennan announced.

Hickey is also legal counsel for the Fire Fighters, Railway Employes' Dept. and the Railway Labor Executives Association, in addition to serving as counsel for the U.S. worker delegation to the International Labor Organization for a number of years.

Hickey is a member of the law firm of Mulholland, Hickey, Lyman, McCormick, Fisher & Hickey.

U.S., Canadian Labor Press Establish Link

Montreal — The executive councils of the International Labor Press Association and the Canadian Association of Labor Media agreed in meetings here on a structure to strengthen both ILPA's role as the international organization of labor publications and CALM's national responsibilities within Canada.

The agreement, which involves constitutional changes to be submitted to conventions of both associations, "is a model for building trade union understanding and cooperation across the border," said Albert K. Herling, president of ILPA.

Under the agreement, CALM and ILPA will become fraternal associate members in the other organization with a non-voting representative on the executive council of the respective association.

International unions which do not have a separate Canadian edition of their publication would receive a credit against their ILPA dues on their Canadian circulation if they are members of CALM. Similarly, local union publications would receive a $10 dues credit on their ILPA dues for membership in CALM.

In addition, the CALM delegate would serve as a voting member of a new committee to be established by ILPA for state, regional and industrial associations.

CALM, which was established last year, is composed of publications of affiliates of the Canadian Labor Congress. ILPA is open to publications of AFL-CIO and CLC affiliates.

MEMBERS OF A CONGRESSIONAL "blue-collar caucus" hear Thomas R. Donahue, executive assistant to the AFL-CIO president, refute employer attacks on the labor law reform bill. He debated Robert A. Palmer, foreground, of the National Association of Manufacturers. Others, from left, Representatives Robert A. Young (D-Mo.), Edward P. Beard (D-R.I.) and Paul M. Simon (D-Ill.); John F. Smollins, Jr., administrative assistant to Beard, and Donahue.

Donahue Presses Reform Proposal In Debate Before 'Blue-Collar' Panel

The National Association of Manufacturers shed some tears for the fate of small business employers if the Administration's labor law reform bill is enacted. But Thomas R. Donahue, for one, was not impressed.

Donahue, who is executive assistant to AFL-CIO President George Meany, found the NAM's alleged concerns about 180 degrees removed from the reality of union organizing.

With the stalling strategems, built-in delays and virtual immunity from penalty available to employers, Donahue said, it would be dishonest to tell workers that the law protects their right to union representation and collective bargaining.

The Administration bill is a "modest and minimal" attempt to make the National Labor Relations Act work the way it was intended, he said.

The debate between Donahue and the NAM's labor relations director, Robert A. Palmer, was arranged by a group of congressmen who have formed a "blue-collar caucus." Its members have at some time worked at a trade or other manual job. The caucus chairman is Rep. Edward P. Beard (D-R.I.), a member of Local 195 of the Painters.

Palmer contended that the penalty provisions of the labor law reform measure were drawn up to deal with a few large companies but in practice would be unfair to "law-abiding small employers."

He said requiring an election only 15 days after a union files a petition wouldn't give employers time enough to counter the union's arguments. He argued that employees would be the ones to suffer if a firm were denied government contracts for persistent violations of labor law. And he said allowing unions equal access to workers during an organizing campaign would be "one-sided" because employers don't get to present their side at union meetings.

Donahue scoffed at the notion that any employer is so out of touch with his workforce that he is "taken by surprise" when a union turns in petitions signed by a majority of his workforce.

He said the figures on the "median time" it now takes to get an election or obtain a decision on an unfair labor practice charge actually understate the problem.

Thus a "medium" delay from the filing of an unfair labor practice complaint to its resolution by the National Labor Relations Board is 358 days. But that means that half of such cases take longer than 358 days, Donahue stressed. And when an NLRB decision must be enforced in court, the delay is more than doubled.

As for contract debarment, Donahue noted that it is already the penalty for willful violators of other federal laws.

He said it is needed, along with double back pay for workers illegally fired and cash damages to workers victimized by an employer's refusal to bargain, because there is presently no meaningful remedy for an employer's violation of the law.

On the NAM's contention that the legislation would "enhance" union organizing, Donahue retorted: "I fervently hope so and believe so because given a free choice workers will choose to belong to unions."

Advisory Body Named By Job Justice Coalition

(Continued from Page 1)

from Washington University, and Arthur Krim, board chairman of United Artists; actress Jean Stapleton and Democratic National Committee Chairman Kenneth Curtis; Chesterfield Smith, a former president of the American Bar Association; Len Hauss, the Washington Redskins center; Coretta Scott King, and former National Labor Relations Board Chairman Frank W. McCulloch.

Americans for Justice will sponsor a dinner in Washington on Oct. 4, when it is hoped the labor law reform will be moving to the House floor. Vice President Walter F. Mondale, Humphrey's colleague in the Senate and his successor as Vice President, will be a speaker.

During the same week, there will be dozens of special labor law reform programs elsewhere in the nation—in Boston and New Orleans; Portland, Ore., and Chattanooga, Tenn. In different Pennsylvania congressional districts, there will be a breakfast at Pittsburgh, a luncheon program at Harrisburg and an afternoon meeting at Philadelphia. Programs will be held in East Chicago, Ind., San Jose, Calif., Port Arthur, Tex., and in big and small communities throughout Michigan. A number have already been held, including one in each of the congressional districts in Arkansas.

Humphrey's announcement of the formation of the advisory board said the need is to make the National Labor Relations Act work as it was intended.

Editorial Foes of Labor March to Same Drumbeat

From Glens Falls, N.Y. to Yankton, S.D., identical newspaper editorials have portrayed labor law reform as a bill that "would load the dice for labor against business."

The editorial, distributed by the Copley News Service, appeared in at least 17 newspapers during August. The list includes such diverse communities as Colorado Springs, Colo.; Lawton, Okla.; Brownsville, Tex.; Fremont, Neb.; Pasadena, Calif., and Panama City, Fla.

Most of these same newspapers recently ran another canned editorial—attacking minimum wage legislation as inflationary.

But a few of the more ambitious editors tampered with a word or two of the attack on labor law reform.

Most of the editorials began, "Not too long ago George Meany, president of the AFL-CIO, was upset with President Carter's seeming indifference to organized labor. . . ."

But four editors thought to improve on the original by listing Meany's title as "boss of the AFL-CIO."

And while nearly all editors stuck with some variant of the suggested heading, "George Meany Can Rejoice," there's a rugged individualist in every crowd. The Jacksonville, N.C., News changed the heading to read, "Meany Can Now Relax."

A Destructive Policy

IT IS HARD to imagine any policy more destructive of traditional American values than the high-unemployment, tight-money policy that was pursued for eight long years by the Nixon-Ford Administration, and which is still being urged on the Carter Administration, by its chief apostle, Arthur Burns.

Unemployment is destructive. It is demoralizing to workers and their families, and it is destabilizing to the social order. America cannot remain America with a large underclass of unwilling and resentful welfare cases who have no hope and see no prospect of ever having a chance to pull their own weight and give their families a secure place in the world.

Those destrictive high-unemployment policies have been sold as part of a war against inflation. Dr. Burns and other so-called "conservative" economists have argued that the social instability they were creating by wiping out the livelihood of millions of Americans would stabilize the economy and hold prices down.

These "conservatives" have turned out to be the biggest and wildest spenders of all time. They have sent the federal budget deficit to heights never dreamed of before. Their program of "fiscal responsibility" has swallowed up tax money, in the form of unemployment compensation and welfare benefits, at a rate that can only be compared with the spending demanded by full-scale war.

What could be more obviously counterproductive than to assign a large proportion of the population to consume while denying them a chance to produce? How could anybody possibly think that to turn millions of American families into involutary freeloaders could be anything but inflationary?

OF COURSE, AMERICA MUST care for those in need. We have to subsidize those who are unable to work. Technological change and other dislocations mean that some temporary unemployment benefits will always be necessary.

But unemployment as a way of life; massive, institutionalized unemployment as a public policy, is intolerable. It is inhuman and it is foolhardy.

We have been disappointed that despite the overwhelming evidence that America needs jobs more than anything else; despite the sympathetic words for the plight of the unemployed and despite the unequivocal pledges to get the country back to work that President Carter gave us a year ago, there has so far been only very modest action in that direction. After a slight reduction earlier this year, unemployment has again begun creeping upward.

We intend to keep pressing for the right to a decent job, the right to be a taxpayer instead of a welfare case—until we get action.

—From an address by AFL-CIO Sec.-Treas. Lane Kirkland to the Minnesota AFL-CIO Convention.

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'I'm Slipping!'

Concentated Industries:

Profit-Hungry Corporations Create Inflation in Recession

By Gus Tyler

WHEN YOU BUY a car, a refrigerator, calculator or a typewriter, you are likely to assume that if the price is high it is due to the fact that the cost of making the commodity is high. Generally, you will assume that you are paying more because the cost of labor went up.

Now, a couple of qualified economists have completed a study that says it isn't so. Prices go up even though it may not cost an extra penny to make the commodity. And, shockingly, the prices on certain commodities will go up most sharply during a recession when demand falls—a perverse thought that runs quite contrary to the accepted adages.

In their analysis of price policies of American corporations, Howard M. Wachtel of American University and Peter D. Adelsheim of St. Martin's College conclude that "contrary to traditional expectations, price markups tend to rise during recessions, especially in the more concentrated industries."

The two key words are "markups" and "concentrated." The "markup" is the percentage that is charged over and above cost. Thus, if the cost of manufacture is $1, a 50 percent markup would bring the selling price up to $1.50 and a 100 percent markup would bring it up to $2.

"Concentrated" industries are those in which a handful of companies dominate the market. For their purposes, our two scholars defined an industry as "concentrated" if four companies controlled more than half the market for the product they made.

Where you have "concentrated" ownership, say Wachtel and Adelsheim in the September-October issue of Challenge, the company is able to set its own price since it (together with its close brethren) has little competition to fear. "As a general rule, firms operating in concentrated industries will increase their markups during recessions to the extent that they can, in order to recapture revenues lost from declining sales."

In other words, as their sales fall, they raise the price to boost income—a total perversion of the old law of supply and demand when falling demand was supposed to force prices down.

The same behavior is not repeated in industries where competition still prevails, because prices cannot be manipulated by an oligopoly of owners.

As for the costs of labor, the report shows that the unit price (how much labor costs rise or fall per single item) goes up and down at about the same rate in concentrated and competitive industries. But it is only in the former that the markup is excessive.

Even if labor costs do go up, price markups would not have to rise if firms were not greedy to increase profits, say the authors.

A corporation could maintain profit levels by simply adding increased unit labor costs to their price. But they go beyond that: they raise their markup so that the consumer pays not only for higher wages but also for a higher profit as well.

Thus, argue our two economists, we encounter inflation amidst recession. Indeed, it is a price rise brought on by monopolies in a time of economic recession. The authors call it a "profit-push inflation."

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The Consequences of A Youth Subminimum

The practical consequences of a youth subminimum are serious. Teenagers and many low-income adults compete for the same jobs in what economists call the irregular or casual labor market. I am deeply concerned that a youth subminimum would encourage employers to lay off low-income adults with families to support and replace them with teenagers.

It also seems unlikely that a youth subminimum would have an impact on black and other minority teenagers who represent the core of our youth unemployment problems.

It is clear that American society has failed jobless teenagers. We are trying to address this serious problem through our youth programs. A separate subminimum would penalize teenagers for society's failings by paying them lower wages than many of them are receiving today. That is why I believe it is imperative that the Senate defeat any proposed youth subminimum.

—Sec. of Labor Ray Marshall, Sept. 23, 1977 statement.

Newspaper Guild's Case Histories:

Employers' Labor Law Abuses Stall White-Collar Organizing

The following is excerpted from testimony by Charles A. Perlik, Jr., president of the Newspaper Guild, to the House subcommittee on labor law reform legislation.

EMPLOYERS' EXPLOITATION of inequities in the federal labor law to delay and, by delaying, to deny their employees' legal right to the benefits and protection of union representation and collective bargaining is not confined to the South.

It is not confined to factory operatives or mill hands. It is, all too often, as close at hand as your family newspaper.

Nor does it take 15 years to defeat an organizing campaign. Under present law and procedures, this can be done equally effectively in 15 months or in 11 or seven.

Nor are mass discharges required. Given time, in our largely white-collar jurisdiction at least, employers need not resort to such heavy-handed tactics (although they sometimes do). Instead, they play upon the fear of such reprisals for union activity that remains widespread among the unorganized 42 years after federal labor law first undertook to guarantee and protect their "full freedom of association and self-organization."

Unorganized workers write us for help in organizing—and fear to sign their names. Or use an assumed name, with a post office box address. Or, as one anonymous reporter did, ask that we reply by placing a coded message in the personals column of his local newspaper.

In NLRB elections in the United States in recent years, unorganized newspaper employees seeking Guild representation have faced delays of up to 22 months—or nearly two years—from the filing of a representation petition to the date of the election.

And news and other employees of WREG-TV, a television station in Memphis owned by the New York Times Company (the Times itself editorially endorsed the labor law reform bill this past July), are still trying to negotiate an initial contract more than 23 months—or very nearly two years—after they won bargaining rights in a Guild representation election on Oct. 10, 1975. So far, among other things, they have even been unable to get agreement on the preamble.

Employees of the Steubenville (Ohio) Herald-Star had to wait 22 months and four days for their election, from July 23, 1975, to May 27, 1977. The result still awaits the disposition of ballots challenged by the company, hearings on which finally were concluded Sept. 7—more than two years after the representation petition was filed.

Employees of the Wilmington (Del.) News & Journal had to wait 21 months for their election, from Apr. 21, 1975, to Jan. 21, 1977. The election was lost, 50 to 69.

Employees of the Philadelphia (Pa.) Bulletin had to wait 15 months for their election, from Aug 14, 1975, to Nov. 12, 1976. The vote: a tie, 119-119, with five challenged ballots. As in Steubenville, the result still awaits disposition of the challenged ballots, a hearing on which was scheduled to begin Sept. 15—more than two years after the representation petition was filed.

Employees of the Van Nuys (Calif.) Valley News & Green Sheet had to wait nearly 11 months for their election, from June 5, 1975, to Apr. 28, 1976. By that time, however, their majority had been so eroded by the delay that the representation petition had to be withdrawn before the election.

Employees of the Minneapolis Star & Tribune had to wait eight months, from Oct. 7, 1974, to June 11, 1975, for their election and another seven months, to Jan. 23, 1976, for challenged ballots to be disposed of. The election was lost, 72 to 96.

Employees of the Bremerton (Wash.) Sun had to wait eight months for their election, from Nov. 30, 1973, to July 25, 1974. The election was lost, 21-35.

Employees of the Little Rock Arkansas Gazette had to wait nearly seven months, from Feb. 26, 1974, to Sept. 13, 1974, for their election and another 10 months, to July 15, 1975, for challenged ballots to be disposed of. The election was lost on a tie vote, 30-30.

Employees of the Aurora (Ill.) Beacon-News had to wait seven months for their election, from Nov. 14, 1974, to June 11, 1975. By that time, however, their majority had been eroded by the delay and again the representation petition had to be withdrawn before the election.

UNORGANIZED NEWSPAPER WORKERS waited for from 199 days in Little Rock, to 328 days in Van Nuys, 456 days in Philadelphia, 641 days in Wilmington and 674 days in Steubenville for the opportunity to vote for (or against) union representation. Under the labor law reform bill only those elections presenting issues of "exceptional novelty or complexity" could be delayed for as long as 75 days, and not one of the nine cases cited above presented such an issue.

At the Van Nuys hearing, it is true, the employer took an hour to challenge (unsuccessfully) the Guild's status as a labor union under the act, 42 years after the union was founded in 1933. That might appear to be a novel, if not a complex, issue, but it was not exceptionally novel. Other publishers, believe it or not, have done the same thing.

How to Buy:

Credit Industry Has Language of Its Own

By Sidney Margolius

"CHARGE IT! Here's my magic plastic card that lets me take home these machines, dresses and shoes, take a vacation now and pay later, and even buy this airconditioned car with a stroke of my powerful pen. I can even take dance lessons and, finally, charge my funeral on my credit card."

Millions of Americans are uttering these potent words this fall more often than ever before. Installment buying and borrowing have reached the highest levels in U.S. history.

Artemus Ward, the famous humorist of another generation, once said, "Let us all live within our means even if we have to borrow the money to do it." If that's the situation you're in, perhaps for reasons beyond your immediate control, it's advisable to know as much as you can about how to manage your credit, including, the special "language" used in installment contracts and in credit transactions.

Here's a mini-dictionary:

Acceleration Clause: A provision in an installment contract that says the creditor can demand payment of all installments at once if one payment is missed. Can be dangerous.

Annual Percentage Rate or "APR": Sometimes also called the "true annual rate." Lenders and sellers are required to tell you the "APR" which they plan to charge you on loans and installment purchases. The "APR" is different from, in fact, usually twice as much as, the so-called "Finance Charge," which is the dollar amount per $100 borrowed. This has the effect of making the credit fee seem lower than it really is. For example, a "finance charge" of $6.50 per $100 is really an "APR" of about 12 percent.

Automatic Credit: An arrangement that lets you draw on funds as needed, usually to a stipulated limit, and repay monthly. Has the advantage of not costing you any interest until you actually draw on the funds. Also sometimes called "Overdrafts," "Ready Credit," "Line of Credit," "Executive Credit," etc.

Chattel Mortgage: A document that transfers title of personal property to a creditor as security for a loan.

Credit Insurance: "Credit life insurance," often sold at an extra charge with a loan or time payment purchase, pays the creditor the balance of your debt if you die. Some low-cost lenders provide it at no extra charge; with others, the charge may vary. So do the at no extra charge; with others, the charge may vary.

Garnishment: As too many working people already know, this is a court order requiring the employer of a delinquent debtor to pay directly to a creditor a specified portion of the worker's wages.

Lien: A legal right to hold your property or to have it sold or applied towards payment of a claim, as for repairs or work on your house or car.

Replevin: Laws giving creditors the right to seize your car or other purchases if you have defaulted on payments.

Revolving Credit: The store agrees to allow a stipulated amount of credit—say, $700. You have the option of paying the entire bill when you get it within a specified time—say, 24 or 30 days—or repaying part each month. In that case you usually must pay a finance charge of 1.5 percent a month on the remaining balance (an annual rate of 18 percent).

Secured Note: A note which provides that, upon default, certain pledged property collateral may be applied towards payment of the debt.

Sewer Srevice: Illegal practice of some process servers of claiming they served legal notice when they actually didn't.

Wage Assignment: A credit agreement you "voluntarily" enter into, that allows the creditor to collect a certain portion of your salary from your employer if you default. Of course, sometimes you may not realize you have signed such an agreement unless you first read the credit contract closely.

Wage-Earner Plan: Also known as a "Chapter 13" Plan. The court appoints a trustee. He notifies the creditors that they will be paid a proportionate amount each month. Meanwhile the creditors aren't allowed to garnishee your wages or reposses purchases.

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Purchases Eliminated:

Revisions in Food Stamp Law Boost Aid for Neediest Families

THE OVERHAULED food stamp law will let more of the nation's poorest families get the help they need and set tighter eligibility rules that will drop others not really in need from the program, Legislative Rep. Arnold Mayer of the Meat Cutters said.

Mayer said the most important change is elimination of the purchase price, so that those who qualify for food stamps won't have to lay out cash in advance for the food stamps they need to maintain a nutritious and healthful diet.

"Many people are too poor to buy food stamps —too poor to make the initial purchase" that was formerly required in order to get the bonus stamps they were otherwise entitled to receive, Mayer stressed on Labor News Conference. He said that that long-sought change will make it possible for as many as three million families at the very bottom of the economic ladder to get the food stamps they desperately need but are unable to buy.

Mayer said that tighter eligibility provisions—such as a standard deduction rather than itemized offsets of income and an absolute gross income limit—will eliminate a lot of the red tape and complications that led to many errors in local administration of the food stamp program and the certification of people who were not in real need. He said the tightening provisions in the new law will take about 1.3 million people off the food stamp rolls. He noted that the new law also provides benefits to help the states cut down the error rate and to assure proper administration.

Although the level of participation in the food stamp program has declined from the peak of 19.3 million beneficiaries reached at the depth of the recession in 1975, Mayer warned that another round of rising joblessness could outstrip the limits set on the new program.

He said that if that happens, Congress would either have to raise the ceiling or benefits would be cut back.

Reporters questioning Mayer on the AFL-CIO produced interview were Rachelle Patterson of the Boston Globe and Harry Conn of Press Associates, Inc. Labor News Conference is broadcast weekly over the Mutual radio network.

POOREST FAMILIES will get help they need under the recent overhaul of the federal food stamp program, Meat Cutters Legislative Rep. Arnold Mayer, center, said on Labor News Conference. Questioning him were Rachelle Patterson of the Boston Globe and Harry Conn of Press Associates, Inc.

TWO MAJOR CHALLENGES facing the labor movement and the nation are the creation of needed jobs and the reform of federal labor laws, AFL-CIO Sec.-Treas. Lane Kirkland told delegates at the Transport Workers convention in New York.

Contract Goals Drafted By Transport Workers

New York—The Transport Workers Union wound up its 15th convention by re-electing its three top officers and pledging an all-out fight for solid gains in upcoming negotiations for its New York City transit workers and its airline and railroad members.

Matthew Guinan, who has been President since 1966, was re-elected to a new four-year term, as was Sec.-Treas. Roosevelt Watts and Executive Vice President James F. Horst.

Also named by the convention were 13 vice presidents and 32 members of the executive board.

The convention voted its support for the bargaining program on the New York City transit lines after hearing an address by Mediator-Arbitrator Theodore W. Kheel who predicted that the new city administration which will be elected in November will be "made or broken" in the first three months of the new year, depending on what happens in the labor negotiations involving bus and subway workers.

TWU's resolution said that continuing inflation makes it imperative that the union get substantial improvements in wages, working conditions and other benefits.

In other resolutions, the delegates outlined similar objectives in negotiations now going on with American Airlines, Pan American World Airways, and Consolidated Rail Corp. and those soon to begin with National Airlines.

Other speakers in the latter part of the convention included President Dan Maroney of the Amalgamated Transit Union; Norman Hill, executive director of the A. Philip Randolph Institute; Rev. Patrick Sullivan of the J. P. Stevens Organizing Campaign, and Alec M. Schwartz, consultant and specialist on legal service plans.

The delegates approved a change in the union's minimum dues requirement, setting it at two times the hourly wage rate on the first day of the dues month or $10.50, whichever is greater, effective next Jan. 1. The clause provides, however, that no member shall be required to pay a monthly dues rate that is more than $2 above his monthly dues in effect on Dec. 31 of the previous year.

Per capita payments to the international will go to $2.75 a month effective next July 1 and will be set on a percentage basis effective July 1, 1979.

13 Companies Struck By Flint Glass Union

Toledo, Ohio—The Flint Glass Workers Union is on strike against 13 companies across the nation engaged in the production of glass containers, with over 3,000 journeymen and apprentices manning picket lines around more than 90 plants and mold shops.

The action began Sept. 16 after talks broke off with the Glass Packaging Institute, a collective bargaining unit representing the employers, on issues concerning hourly wage rates, job assignments and a variety of fringe benefits.

The Flint Glass Workers represent skilled die makers in the glass industry. Their work involves the production and repair of the iron molds in which glass containers are blown into shape on glass-forming machines.

George M. Parker, president of the Toledo-based union, said that in addition to the loss of glass-container production owing to the strike, "a tremendous loss of energy is taking place." Parker explained that while the plants are shut down, furnaces maintaining the glass in a molten state must be kept on in anticipation of the strikes end.

Thousands of members of the Glass Bottle Blowers Association, which represents the bulk of workers in the glass container industry, are refusing to cross the Flint Glass Workers' picket lines, Parker added.

The struck companies are Anchor Hocking Corp., Brockway Glass Co., Inc., Chattanooga Glass Co., Foster Forbes Glass Co., Gallo Glass Co., Glass Containers Corp., Indian Head, Inc., Kerr Glass Manufacturing Corp., Latchford Glass Co., Liberty Glass Co., Metro Containers-Kraftco Corp., Owens-Illinois, Inc., and Thatcher Glass Manufacturing Co.

Shiskin Nominated For New BLS Term

Julius Shiskin, commissioner of the Labor Dept.'s Bureau of Labor Statistics, has been nominated by President Carter for reappointment to a new four-year term.

A Nixon appointee, Shiskin is a career federal statistician who has occupied the post since 1973. The position requires Senate confirmation.

Maryland, D.C. Unions Press Goals

Baltimore—The nearly 500 delegates to the Maryland-District of Columbia AFL-CIO's 11th biennial convention overwhelmingly endorsed labor's campaign in Congress to enact job creation programs, improve workers' rights and win needed social legislation.

Resolutions adopted at the four-day convention called for congressional action on President Carter's labor law reform proposal, a fair minimum wage, full employment, national health insurance and universal voter registration.

The convention also urged strengthening federal occupational safety and health enforcement, increased use of U.S.-flag ships for oil imports, full public employee bargaining rights and equity in taxation.

In an effort to assist in labor's national legislative efforts and to expand services for union members, the convention directed the executive board to explore the possibility of establishing a full-time office in Washington. The federation's headquarters are in Baltimore.

The convention elected Dominic N. Fornaro to his first full term as president. Fornaro had assumed the presidency three years ago following the death of Andrew M. Lewis, Jr.

Edward A. Mohler of the State, County & Municipal Employees Council 67 in Prince Georges County was elected to a four-year term as secretary-treasurer. He succeeds Edward Lanen, who did not seek re-election.

Thomas M. Bradley, president of the Baltimore AFL-CIO, was elected first vice president. He succeeds Edward J. Courtney, who was elected a regional vice president. Others elected to their first full-term on the executive board as regional vice presidents are Margareta Crampton, Washington; Joseph Beavers, Washington; Peter Nadash, Baltimore; Raymond Metz, Cumberland; Gerald Nicodemus, Hagerstown; Gary Sauter, Washington; Earl Shepard, Baltimore, and Donald Haney, Cumberland.

Delegates voted unanimously on the final day of the convention to withhold any political endorsement of Baltimore Mayor William Donald Schaefer until the city's workers receive overdue pay increases. The Schaefer administration denied public employees longevity increments earlier this year.

Schaefer, a Democrat, was elected in 1971 and again in 1975 with labor's endorsement.

'Engaged' to Molders:

AIW Delegates Back Merger Negotiations

Bal Harbour, Fla.—Delegates to the 21st convention of the Allied Industrial Workers gave a strong endorsement to the union's efforts to achieve merger with the Molders & Allied Workers.

The proposed merger between the 99,000-member AIW and the Molders was unanimously supported in a resolution calling upon AIW leadership "to continue efforts" for a merger "as soon as possible" and to seek out other possible mergers.

The two unions have been discussing merger possibilities for several years and AIW President Dominick D'Ambrosio told delegates the action would create a new union of some 150,000 members.

Molders President Carl W. Studenroth drew an enthusiastic response from the delegates when he told of his dream that the two unions can do "constructive things together."

At the opening of the convention, D'Ambrosio said in his state of the union address that the AIW faced problems in growing unless it merges with another union because "the areas of work where we have traditionally organized are decreasing, not increasing."

He said the trend in the labor movement is toward merger, with the number of international unions affiliated with the AFL-CIO dropping from 130 to 106.

D'Ambrosio told the delegates that the union has grown about 6 percent in membership in the last two years, but is still 15 percent below the peak of early 1974, before the full impact of the Nixon-Ford recessions hit.

"We must look toward merger to strengthen our union and to preserve our future," he said.

In addressing the AIW convention, Studenroth was returning a visit by D'Ambrosio in 1976, when the AIW President addressed the Molders' convention and was warmly received. Studenroth compared the relationship between the two unions to that of a couple that is currently engaged and about to be married.

"My desire," he said, "would be one unified, integrated union with stronger authority, clout and power to hold together against all forces." He called for "a true merger, voted on and accepted by both of our memberships" in conventions.

In other action, the delegates voted to increase the basic dues of the international union by $1.75 a month, to $9, effective Dec. 1, 1977.

In the same resolution, delegates voted to increase the strike fund benefits from $25 a week to $30 a week, effective next Jan. 1. The action provides that an extra $1 payment to the strike fund would automatically kick in whenever the fund dropped below $2 million and would automatically go off when the fund grew back to more than $3 million.

AIW Sec.-Treas. Raymond Reinhold told the convention that the strike fund had about $2.7 million as of last June 30.

The 375 delegates and 69 alternates also acted to expand the current Women's Committee into an International Human Rights Committee, with expanded responsibilities encompassing all human rights problems and cases of bias.

Among major policy resolutions adopted by the convention were support of the Carter Administration's labor law reform program, the Humphrey-Hawkins Full Employment bill, and the Kennedy-Corman National Health Security bill.

Speakers included Esther Peterson, adviser to President Carter for Consumer Affairs; national COPE Director Al Barkan; William Marshall, president of the Michigan State AFL-CIO, and John W. Schmitt, president of the Wisconsin State AFL-CIO.

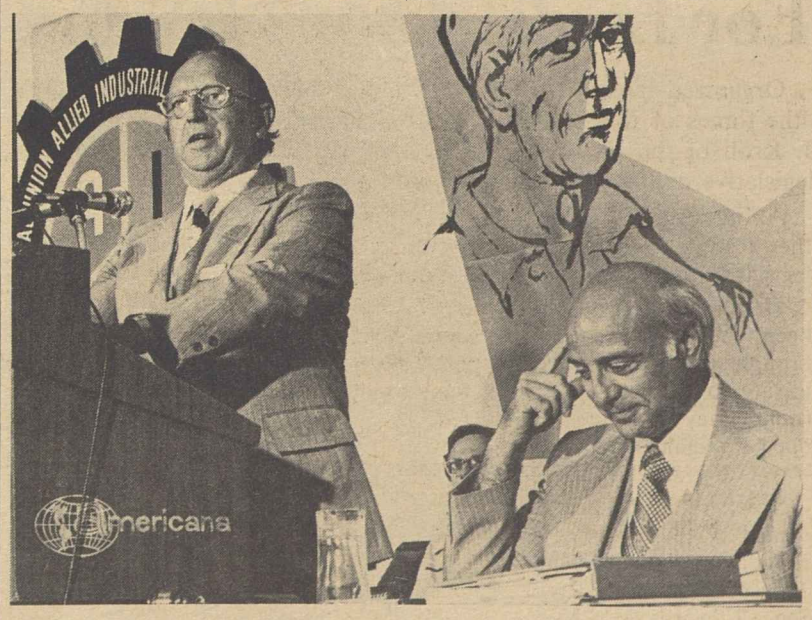
Insurance Pact Covers 15,700 At Prudential

The Insurance Workers reached tentative agreement on a new contract with the Prudential Insurance Co. of America covering 15,700 insurance agents across the country.

Details of the settlement were withheld pending ratification of the agreement. Joseph Pollack, president of the union, said members will not vote on the agreement until the week of Oct. 17.

Meanwhile, the two parties agreed to extend the old contract, which expired on Sept. 25, pending the results of the vote. The ratification will take place at membership meetings of some 200 locals in 35 states and the District of Columbia.

The two-year contract settlement followed an all-night bargaining session in Washington.



MOLDERS PRESIDENT Carl W. Studenroth, addressing the 21st convention of the Allied Industrial Workers, urged delegates to press for a merger of the two unions into "one unified, integrated union with stronger authority, clout and power." AIW President Dominick D'Ambrosio, seated next to the podium, said that members of both unions would benefit from such a move.

Congress Panel Scores Policies:

Threat to Jobs, Economy Posed by Federal Reserve

(Continued from Page 1)

mittee said that most of its recommendations then are as relevant to the present situation as to that which prevailed at the start of 1977.

"Indeed, the danger of a new interruption of recovery is now greater than at the time the 1977 Joint Economic Report was issued," the majority asserted, "and it is therefore entirely appropriate to reiterate that stimulative measures that go well beyond the budget for fiscal year 1978, or that are contained in present monetary policies, are very likely to be needed in the near future."

Forecasting a slowing in the rate of real economic growth at least through 1978, the report said that "further substantial reductions in unemployment seem unlikely to occur in the near future, and the inflation rate will continue to be high and dominated by the rapid growth of unit labor costs." Specifically, the report projected a year-to-year rise in real gross national product of only 5 to 5.5 percent this year and from 4 to 4.5 percent in 1978.

The official jobless rate may fall to the 6.5 to 6.8 percent range by the final quarter of 1977, but only because of recently enacted job-creation programs, the report observed. The nation's jobless rate has hovered in the 6.9 to 7.1 percent range for the past six months.

"Even with rather optimistic assumptions about consumer and government spending," the report added, "the continuing weakness of fixed investment and the sharp deterioration in our international trade position seem likely to ensure fairly sluggish performance in our economy."

The committee chided both the Carter Administration and Congress for pursuing an "unadventuresome" fiscal policy, and was pessimistic over the President's goal of achieving a balanced budget in 1981. But it leveled its sharpest criticism on the Federal Reserve Board, warning that there are "strong signals" the Fed is planning to tighten the money supply even further.

"Such tightening at this time would be inappropriate," the panel said. "It would abort the very healthy recovery of homebuilding; it would keep the stock market depressed and further delay the long-awaited revival of capital spending, and because it would artificially lift the international value of the dollar, would cause a further deterioration in our international trade position."

As the JEC report was issued, the nation's trading position could not have been much worse. A Commerce Dept. report showed that American business sold fewer products abroad during August than at any time in the past 16 months, resulting in a $2.7 billion trade deficit.

It was the 15th monthly deficit in a row and the second largest in the nation's history, surpassed only by the $2.8 billion deficit in June. A trade deficit means a loss of purchasing power to Americans and can result in reduced employment and production at home.

The U.S. trade deficit so far this year totals $17.6 billion. Treasury Sec. W. Michael Blumenthal predicted the deficit could go as high as $30 billion for the year, compared to $2.3 billion for all of 1976.

Meanwhile, the Commerce Dept.'s index of leading indicators, a barometer of future economic trends, had been sputtering in recent months. It dipped slightly in May and June and rose by only two-tenths of 1 percent in July. In August, the index finally rose by eight-tenths of 1 percent, the government reported.

The JEC majority said it rceognized inflation as "an enormous deterrent to the recovery of the economy" and devoted a sizable portion of its 146-page report to that problem. Yet, while agreeing that inflation retards recovery and causes unemployment, the report declared:

"We most definitely reject the conclusion that some draw from this fact, namely, that any stabilization policy should devote itself exclusively to the elimination of inflation.

"The view that inflation must be stopped at all costs—including the cost of higher unemployment and slower growth—is firmly rejected as primitive and ineffective."

In its recommendations, the majority called for coordination of the nation's monetary and fiscal policies, and said that the traditionally independent Federal Reserve Board should "be obliged to agree with the White House each year on economic goals and ways to achieve them."

The report also recommended that Congress consider financing social insurance programs through general revenues rather than by increasing employer payroll taxes, since such tax increases would raise labor costs and therefore prices and unemployment.

Dissenting views came from not only the Republican minority members of the committee but also from three Democratic members, Representatives Henry S. Reuss (Wis.) and William S. Moorhead (Pa.) and Sen. William Proxmire (Wis.) Proxmire, who is also chairman of the Senate Banking Committee, said that the majority may have assigned more blame than it deserved to the Federal Reserve Board for the worsening economy.

Public Employee Dept. Rejects HEW Breakup

The AFL-CIO Public Employee Dept. announced its strong opposition to creation of a separate federal Dept. of Education, charging that "such a move will merely substitute more prestige for education instead of more desperately needed federal assistance."

In a statement following its meeting in Washington, PED's executive board added: "There is no evidence . . . showing the creation of a Dept. of Education will effectively contribute to the development of federal education policy."

Separating the educational function from the Dept. of Health, Education & Welfare, as has been proposed in some quarters, would seriously damage the coordinated effort needed to solve the problems of poverty, equal education opportunity, youth unemployment, drug abuse, health security, and others, the board said.

In a separate statement, the board sharply attacked proposals to give favored treatment to the bankrupt Penn-Central Railroad in its tax difficulties.

The referees managing the firm's bankruptcy proceedings have offered to settle its tax liabilities at the rate of 50 cents on the dollar. Large property tax bills are owed major cities and school districts in the North, such as Cleveland, Chicago, Philadelphia, New York, Boston and Toledo.

"It is an offense to the principle of equal protection of the law to allow a huge corporation to receive such favored treatment," the PED executive board declared. "If individual taxpayers attempted such an action, their property would be seized and sold to satisfy the tax liens against them."

The board urged all affected jurisdictions to refuse the 50 percent discount offer and pursue court action to enjoin any such settlement, and to seek congressional and administrative action to force Penn Central to pay its tax bills.

Rail Clerks Mobilized For Legislative Battle

Organized labor's fight for labor law reform is a battle against "the forces of reaction" on all fronts in the nation, President Fred J. Kroll of the Railway & Airline Clerks declared at a three-day legislative conference in Washington.

About 1,000 local leaders and rank-and-file members attended the meeting, the first such national legislative parley by the union.

"If the forces of reaction can keep the labor law from being brought up-to-date," Kroll said, "it is safe to predict that on the next round they'll decide it's time to open up against our law, the Railway Labor Act."

Speakers at the conference included Vice President Walter F. Mondale, Labor Sec. Ray Marshall, Transportation Sec. Brock Adams, Sen. Edward M. Kennedy (D-Mass.), Sen. Harrison A. Williams, Jr. (D-N.J.), chairman of the Human Resources Committee, Rep. Harley O. Staggers (D-W.Va.), chairman of the House Interstate & Foreign Commerce Committee, Rep. James Florio (D-N.J.), Thomas R. Donahue, executive assistant to AFL-CIO President George Meany, and COPE Director Al Barkan.

Kroll and the other speakers all pounded home the theme that mass unemployment in America is the nation's number one problem. This is true even in the railroad industry, Kroll said, where about 50,000 railroad workers are either laid off or working part time.

Kroll said the "mismanagement" of America's railroads "is only one of the areas in which the interests of the managers of big corporations and the interests of the country as a whole seem to be going in opposite directions."

THUNDEROUS APPLAUSE greeted Sen. Hubert H. Humphrey as he was welcomed to the Minnesota AFL-CIO convention in St. Paul by state federation President David K. Roe.

'Grass Roots' Politics Stressed in Minnesota

St. Paul—The Minnesota AFL-CIO convention heard a parade of the state's favorite political sons hammer home the message that only an all-out grass roots effort can win passage of the Carter Administration's labor law reform proposals that have the strong support of the trade union movement.

Vice President Walter Mondale said the legislation is essential because workers are being victimized by a toothless National Labor Relations Act. Mondale, a former U.S. senator from Minnesota, charged that employers have been able to "repeal the labor relations act by fiat, indirection and legal banditry."

Sen. Hubert H. Humphrey and AFL-CIO Sec.-Treas. Lane Kirkland agreed that an outpouring of visible support from organized labor is necessary if the bill is to be enacted by Congress.

Rep. Bruce Vento of the state's 4th District, led off the four-day convention by warning the delegates not to take any senator's or representative's vote on labor law reform legislation for granted. To prove his point, Vento read a letter urging him to support the bill—signed by his father, a local union official in St. Paul.

The 900 convention delegates and alternates heard blunt warnings that labor will have trouble passing its legislative program unless local unionists get actively involved in political party precinct caucuses in Minnesota and around the nation.

AFL-CIO Regional Director Dan Healy urged that the slick public relations drive against labor law reform be countered with a letter-writing offensive by local union leaders and rank-and-file members.

State AFL-CIO President David Roe, in addressing the nation's economic woes, called for the removal of Federal Reserve Board Chairman Arthur Burns, whose tight-money policy, Roe charged, has stymied economic growth.

In a major internal action, the delegates approved a 5-cent boost in monthly per capita payments to generate additional funds for social service programs.

Among resolutions passed by the delegates were calls for support of AFL-CIO boycotts against Iowa Beef, Coors Beer and textile products made by the J. P. Stevens & Co. Flying in from North Carolina to give background on the J. P. Stevens boycott was a former worker there, Rev. Edward Fleming.

The convention also authorized an appeal for financial aid for some 12,500 Steelworkers on strike since Aug. 1 on Minnesota's Iron Range. The iron-ore and taconite plant workers are striking over unresolved local bargaining issues.

Jobless Rate Hits 8.2% in Canada

Ottawa — Canada's unemployment rate rose again in August, edging up one-tenth of 1 percent to 8.2 percent, seasonally adjusted. Statistics Canada reported.

The government said the number of jobless workers increased to 838,000.

New Brunswick was hardest hit province with joblessness rising 1.4 percent to 14.3 percent. Newfoundland's jobless rate, the highest in the country, was up six-tenths of 1 percent to 15.9 percent.

The rate for men between the ages of 15 and 24 rose half a percent to 15.2 percent. For women in the same age group, the jobless rate rose by one-tenth of 1 percent to 14.4 percent.

Gilbert Retires As Director Of Region VI

San Francisco—William L. Gilbert, director of AFL-CIO Region VI, retired Oct. 1 to close a four-decade trade union career that began as an organizer for the Machinists and the United Electrical Workers in the 1930s.

Gilbert, 62, has headed the nine-state region since the federation's Dept. of Organization & Field Services was realigned in 1974. Prior to that, he had been assistant regional director for California, Arizona and Nevada, and a field representative in Los Angeles.

Before taking up his career in trade unionism, Gilbert worked as a toolmaker and cabinetmaker. He is a member of the IAM and the Furniture Workers.

Gilbert was the midwestern regional director of the Furniture Workers during the 1940s, but was removed from that position in 1950 by a Communist-dominated leadership. He was reinstated when the Communists were ousted later that year.

Gilbert went on to become the western regional director of the UFWA. He also had served a stint as a CIO organizer. He was appointed to the AFL-CIO organizing staff in 1955.

Conferees Pave Way:

Mine Safety Agency Nears Final Action

A House-Senate conference agreement paved the way for final congressional passage of a mine safety bill that has been a major legislative goal of the Steelworkers and other unions representing "hard-rock" miners.

The bill, also supported by coal miners, would set up a Mine Safety & Health Administration within the Dept. of Labor but independent of the Occupational Safety & Health Administration.

The new agency would have responsibility for all forms of underground and surface mining and the Secretary of Labor would resolve any jurisdictional problems with OSHA. But NIOSH, the National Institute for Occupational Safety & Health, would be involved in the development of occupational health standards.

At present the Interior Dept. administers two separate mine safety laws. One deals solely with coal mining. The other, weaker in its protections for workers, covers all other mining, including copper, uranium, gold, silver, iron, lead, zinc, clay, gypsum, phosphate rock, potash and salt.

The conference agreement provides that existing safety standards applicable to the various types of mining will be carried over intact and spells out procedures for setting other standards or making mandatory standards that now are merely advisory.

The new mine safety agency would be required to inspect underground mines at least four times a year, with more frequent inspections of mines known to have concentrations of methane or other explosive gases.

Surface mines must be inspected at least twice a year, the legislation requires.

Union representatives would be entitled to take part in both the inspection and in any related conference before or after the inspection. One of the miner representatives would be paid by the employer for the time requirement for inspections and conferences.

The legislation would also authorize emergency closures of all or part of a mine and allows the agency to issue an emergency temporary standard when "necessary to protect miners from grave dangers." A miner reassigned to another operation because of health standards would not have his pay cut.

In addition to the Steelworkers, the largest union in the hard-rock mines, the Oil, Chemical & Atomic Workers, the Cement, Lime & Gypsum Workers, the Operating Engineers and the unaffiliated United Mine Workers all actively supported the bill.

As was the case last year, there were differences between the House and Senate versions that presented problems for the conferees.

In the last Congress, the legislation was doomed in advance by a Ford Administration veto threat and never got out of conference.

This year, the bill passed by the Senate last June was somewhat stronger in its worker protections than the House version passed a month later. The final compromise did, however, include most of the provisions the unions considered most important.

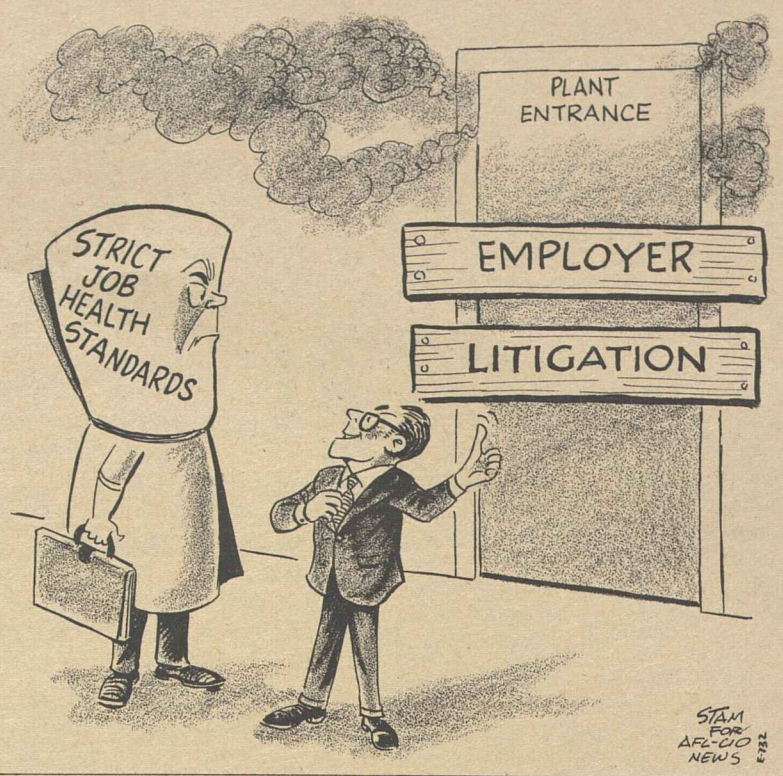
The legislation has Administration support and President Carter is expected to sign it into law soon after the House and Senate give the expected final approval to the conference agreement.

In another area, the Senate was still struggling to reach agreement on natural gas pricing and regulation as the AFL-CIO News went to press.

The alternative to complete deregulation, which the AFL-CIO and the Carter Administration strongly oppose, appeared to be a price rise higher than would be allowed by the House bill.

The final shape of the energy package would be up to a House-Senate conference committee.

'There'll Be a Slight Delay!'



Steelworker Delegates Spur Labor Law Drive

More than 500 district legislative representatives and local officials of the Steelworkers were warned that all the chips are down in the fight for labor law reform.

USWA President Lloyd McBride told delegates to a Washington legislative conference prior to their visits to Capitol Hill that Steelworkers may not feel that labor law reform affects them directly, but it does.

"We've got to demonstrate that labor is an effective force," he said. "If we can't do this on labor law reform, we can't expect support on other legislation closer to our union such as steel imports and what they are doing to our jobs."

McBride declared that "if members of Congress won't listen to us we won't listen to them in the next election."

Thomas R. Donahue, executive assistant to AFL-CIO President George Meany, stressed that labor law reform is "a minimum package not designed to make the labor movement strong; it is designed to give people a free and unintimidated choice in the right to vote—no matter how they vote."

Donahue warned the delegates that conservative business interests and rightwingers are out to change the labor law "in their favor." He noted that Rep. John N. Erlenborn (R-Ill.) has introduced a so-called "Employee Bill of Rights" and Donahue cautioned delegates not to be taken in by it.

"This measure is totally designed to gut unions in organizing and at the collective bargaining table," Donahue said.

Both Donahue and USWA Legislative Director John J. Sheehan alerted delegates against members of Congress who promise to vote for labor law reform on final passage but end up voting for crippling amendments which would undercut the very intent of the legislation.

They recalled that in the fight for minimum wage legislation the final measure passed the House by a large margin but two critical anti-labor amendments undercut much of the effectiveness of the bill.

Rep. William Ford (D-Mich.), for 13 years a solid supporter of organized labor on the House Labor Committee, said that all labor had to get behind labor legislation.

He recalled that when the construction site picketing lost in Congress newspapers headlined this as a massive defeat for labor. While the legislation might not have directly affected USWA members, Steelworkers still took a beating when it lost, he pointed out.

"The opposition to pro-labor legislation has demonstrated that it has its act together," Ford said, and "the family of labor" must do the same.

House Acts to Limit Forced Retirement Age

(Continued from Page 1)

But Carter noted also that there have been concerns over the economic impact of raising mandatory retirement ages in the private sector, including the effect on employment opportunities for younger persons and minorities.

He wrote Williams, who is chairman of the Human Resources Committee, that more study may be needed.

"If the committee desires to act favorably on the proposed legislation at this time," Carter said, "I would suggest that the effective date be extended to January 1979 rather than the proposed six months from enactment. This will permit employers and employees to plan for a smooth transition. It will also permit the federal government and other interested parties to evaluate the potential impact of the new law and make any appropriate recommendations to the Congress."

The House bill would allow a longer transition period where mandatory retirement ages are part of pension agreements resulting from collective bargaining. In such cases, the ban on mandatory retirement below the age of 70 would not take effect until the expiration of the agreement or two years from enactment of the law, whichever came sooner.

No part of the legislation would be retroactive. Thus a person now retired because of a mandatory age requirement could not claim his job back.

The section of the House bill dealing with federal workers specifically excluded any change of retirement conditions for occupational groups covered by special law.

Thus firefighters, law enforcement officers, air controllers, Alaska Railroad workers and employees in the Panama Canal Zone all would continue to be covered by present age limits.

Meany Interview Set On Face the Nation

AFL-CIO President George Meany will appear on the CBS television interview program, Face the Nation, on Sunday, Oct. 2. The program is aired at 11:30 a.m. in the eastern time zone. Local listings should be checked for schedule changes.

4-Step Boost in Minimum Wage Backed by Labor, White House

(Continued from Page 1)

poor," AFL-CIO Legislative Director Andrew J. Biemiller wrote members of the Senate. He said the "vast majority" of workers being paid poverty wages are women and members of minority groups.

By Labor Dept. estimates, the indexing formula of 53 percent of average factory wages would produce the same results as the Williams-Javits amendment over the four-year period. But thereafter indexing would result in automatic annual increases in the minimum wage, a concept the House rejected when it substituted a three-step formula by a 223-193 vote.

Biemiller's letter and a statement issued by Labor Sec. Ray Marshall also called for rejection of any sub-minimum wage or reduction of coverage.

Teenage unemployment is best dealt with through "positive programs" such as the youth jobs bill, he said.

"The principle of equal pay for equal work is an important one," Marshall said, and "a youth sub-minimum would set a dangerous precedent."

As for the argument that it would help relieve teenage unemployment, the Secretary of Labor retorted:

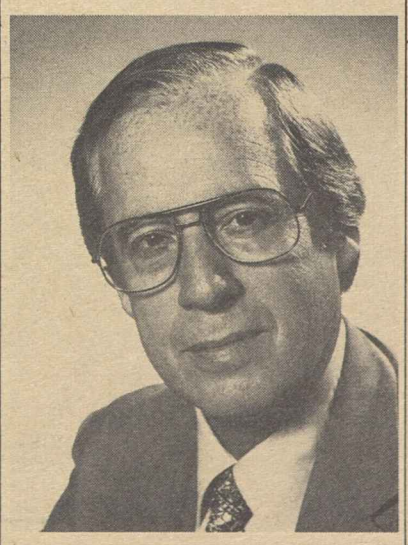
"Blacks have a much higher unemployment rate than whites. Should we have a separate sub-minimum for blacks and other minorities?

"Women have a higher unemployment rate than men. Should we have a separate sub-minimum for women?"

Biemiller's letter urged senators to reject any reduction in coverage such as House amendments allowing employment of children under 12 for hand-harvest labor and a sharp cut in the number of retail and service workers protected by the wage-hour law. The House did this by exempting establishments with less than $500,000 a year sales volume, instead of the present $250,000 cutoff. The effect, he said, would be to deprive 3.8 million workers of protection.

While Marshall reiterated the Administration's opposition to any change in the tip credit provisions of the law, Biemiller said the AFL-CIO and the minimum wage coalition "fully support" the provision of the Senate bill that would require employers to pay at least 80 percent of the minimum wage to tipped employees instead of the present 50 percent.

The Senate committee report refuted the claims of employers that reducing the tip credit would decrease jobs and inflate consumer costs. It said that after California by state law required employers to pay the full minimum wage to tipped workers, restaurant employment rose and the price increase was the lowest in three years.



JOHN C. TRUESDALE

Carter Names Truesdale to Labor Board

President Carter has named John C. Truesdale, executive secretary of the National Labor Relations Board since 1972, as the fifth member of the board, succeeding Peter D. Walther.

Truesdale's appointment, which must be confirmed by the Senate, would give Democrats a 3 to 2 edge over Republicans.

A career professional, Truesdale would fill Walther's unexpired term which ran to Aug. 27, 1980. Walther, a Republican who was named to the board in October 1975, resigned last March.

Truesdale, 56, joined the NLRB staff in Buffalo, N.Y., in 1948, then moved to New Orleans as a field examiner for the agency. He transferred to the general counsel's staff in Washington in 1952, serving there until 1957. He rejoined the NLRB in 1963, subsequently becoming its chief administrative officer.

Correspondence about address corrections should be sent with attached mailing label to: AFL-CIO Subscriptions, Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

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Major Labor Law Reforms Clear House by Big Margin

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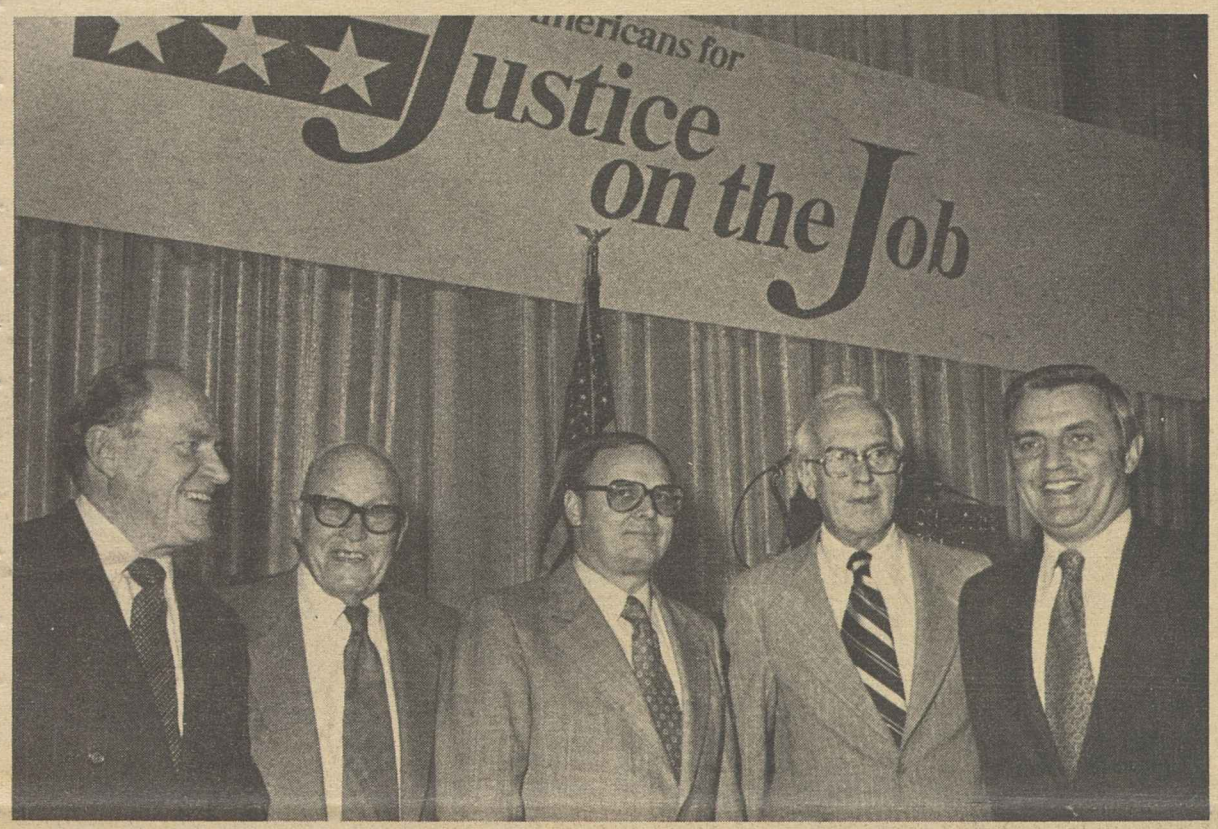


LABOR LAW REFORM dinner on the eve of the House vote was sponsored by the Justice on the Job coalition. Television actor E. G. Marshall, left, presided, and the others in the VIP lineup are AFL-CIO President George Meany, Labor Sec. Ray Marshall, Rep. Frank Thompson, Jr., floor manager of the bill, and Vice President Walter F. Mondale.

Key Safeguards Kept in Measure

By David L. Perlman

The House voted 257-163 approval of a landmark labor law reform bill that would enforce the right of workers to organize and effectively penalize employers who use illegal tactics to deny workers their rights.

It passed the Administration bill with its key safeguards intact. And it beat back repeated attempts to transform the measure into a weapon against unions.

As sent to the Senate, the bill fulfills the AFL-CIO's call for legislation to "take the profit out of violating employee rights."

In addition to its worker safeguards, the bill makes procedural changes to speed representation elections and to more quickly resolve unfair labor practice charges. The streamlined procedures are designed to minimize both red-tape delays and deliberate stalling tactics by employers and their lawyers.

Few bills have been so extensively lobbied.

Against the bill was a coalition of the nation's most powerful business groups able to tap the hometown influence of important employers in nearly every congressional district. That was a tactic that proved effective earlier this year in sandbagging the construction site picketing bill.

For labor law reform, the trade union movement mobilized its own home-state lobby on a scale not seen since the Section 14(b) "right-to-work" battle more than a decade ago.

And at labor's side was a coalition that included old allies from the civil rights battles of yesteryear and newer groups such as the key women's rights organizations.

Few bills to reach the House floor have been so thoroughly documented.

For those with doubts as to the need for the legislation, the hearings conducted by Rep. Frank Thompson, Jr. (D-N.J.) provided the "smoking pistol" evidence of how companies can defy the law with impunity—and profit enormously from their misconduct.

Thompson's Subcommittee on Labor-Management Relations heard from the customary mix of officials and experts on both sides of the issue—government officials,

(Continued on Page 3)

Meany Hails 'Good Bill'

AFL-CIO President George Meany made the following statement on House passage of the labor law reform bill:

The House has passed a good bill based on President Carter's sound recommendations which will go a long way toward correcting the current imbalance in the nation's labor laws in favor of those employers who willfully and repeatedly violate the law. The House Democratic leadership and especially Rep. Frank Thompson have done an outstanding job in the face of the outrageous lies and distortions about the bill used by right-wing opponents of labor law reform, who are backed by business interests.

The fight now shifts over to the Senate, which is in the middle of hearings on this legislation. We anticipate prompt action by the Senate early in the second session.

It is our hope that responsible business leaders will see the strong House support for labor law reform as a rejection of the tactics of delay, distortion and destruction practiced in the name of the business community by a few individuals.

We sincerely believe that labor law reform, because it is aimed solely at those unfair employers who have placed themselves above the law, is in the best interests of responsible, law-abiding businesses as well as the workers who seek protection for their right to form a union.

Labor Dept. To Act on Cancer Risk

By James Kaplan

The Labor Dept. announced a streamlined program to identify, classify and regulate potential cancer-causing substances in American workplaces.

The proposed program, to be administered by the Occupational Safety & Health Administration, would set up four categories of carcinogens and establish guidelines for action on substances placed in any of the categories.

The procedure is necessary,

(Continued on Page 6)

Clear Message:

Coalition Rally Aids Drive for Job Justice

The labor law reform victory in the House was celebrated in advance by 1,800 enthusiastic supporters including Vice President Walter F. Mondale, leaders of dozens of organizations joined in the Justice on the Job coalition, and union leaders from every part of the nation whose message to Capitol Hill was loud and clear.

The dinner was billed as a rally for the reform bill that would be on the House floor the next day, and the mood was definitely upbeat. Just hours before, the labor law bill had passed its first test with votes to spare as the House approved the procedure for voting on the bill.

If there was a shadow over the festivities—the inability of Sen. Hubert H. Humphrey to be present in his role as chairman of Americans for Justice on the Job—it was soon dispelled by the warmth with which Humphrey's message to the convention was greeted and the moving promise of the Minnesota senator's sister, Frances Humphrey Howard, to relay to him the love and affection of the gathering as well as the more formal scroll of appreciation.

Mondale, who has followed Humphrey's footsteps as a senator from Minnesota and Vice President, headed an Administration delegation that included Labor Sec. Ray Marshall and brought with him a personal message from President Carter.

"Labor law reform is long overdue and this is a bill I vigorously support," Carter declared.

Mondale said the reform bill is needed because "the loopholes in the National Labor Relations Act are so large, they make the tax system look as solid as a piece of armored plate."

He gave examples:

(Continued on Page 3)

Critical Issues Facing AFL-CIO Convention

The AFL-CIO issued the official call to its 12th Constitutional Convention, noting that the federation "will meet at a time when the Congress will still be considering the first major reform of the nation's basic labor law designed to protect the rights of workers who seek to join a union."

In issuing the call, AFL-CIO President George Meany and Sec-Treas. Lane Kirkland noted that "Congress is also working on other major items of the AFL-CIO's legislative goals—Hatch Act reform, tax justice, welfare reform, and many others."

The convention will open Dec. 8 at the Bonaventure Hotel in Los Angeles and—in the traditional language of the call—"will remain in session from day to day until the business of the convention shall have been completed."

Meany and Kirkland observed that the convention takes place against a background of economic ills, with double-digit unemployment "compounding the misery of the jobless and holding back the economy from true recovery."

And as always, they noted, "the labor movement remains under attack from opponents of progress

(Continued on Page 2)

Meany Warns Against 'Imposed' Mideast Pact

AFL-CIO President George Meany voiced strong opposition to a joint U.S.-Soviet statement on the Middle East, declaring that it would constitute an "imposed settlement" and that the "American people would be opposed to any policy that might sell Israel down the drain."

Meany spoke out in reply to queries from a panel of reporters on the nationally televised "Face the Nation" interview program broadcast over CBS.

The joint statement said that final peace terms in the Middle East to be worked out at a new Geneva conference must include "ensuring the legitimate rights of the Palestinian people" and that the conference must include "all the parties involved in the conflict, including those of the Palestinian people."

The statements have been interpreted to mean support for the establishment of an independent Palestinian state and for a Palestine Liberation Organization (PLO) role.

Meany said it doesn't "make any sense" trying to force the Israelis "to sit at the bargaining table with those people (PLO)" who are "pledged to destroy them, to exterminate them, who refuse to

(Continued on Page 8)

Seniors Press Campaign for Health Plan

National Health Security proposals in the Kennedy-Corman bill before Congress will resolve the nation's current health care crisis, the National Council of Senior Citizens testified at a public hearing held by the Dept. of Health, Education & Welfare.

Rudolph T. Danstedt, assistant to the NCSC president, presented the testimony at the hearing chaired by HEW Sec. Joseph A. Califano, Jr., while more than 100 NCSC members picketed outside the HEW buildings in support of National Health Security.

The hearing was one of 100 to be held in every state to hear expressions on the issues involved. They will provide information on the program to be recommended by HEW to President Carter.

"Achieving an adequate standard of health care is a matter of the gravest consequence to all citizens —seniors and younger members alike," Danstedt said. "This country has the resources to achieve this goal; we have the know-how to guarantee decent health care to all our people; and we must succeed in this endeavor."

Danstedt also told Califano that "National Health Security is the only proposal among all those put forward by the Congress that would provide integrated, nationwide reform of the health care delivery system. . . . It would transform the present delivery system from one dedicated to the financial interests of health care providers to one dedicated to meeting the health needs of the consumer."

HEALTH SECURITY campaign is pressed by picketing members of the National Council of Senior Citizens as the Dept. of Health, Education & Welfare conducted a public hearing in Washington. The NCSC testified that the nation's health care crisis can best be solved by passage of the Kennedy-Corman bill.

28,000 Machinists Strike Boeing Plants

Some 28,000 aerospace workers, members of the Machinists, struck the Boeing Co. nationwide in a dispute over a new contract.

Alvin Schultz, the union's coordinator of the Boeing talks in Seattle, described the company's latest offer on wages, pensions, job classifications, and medical programs as "absolutely inadequate." The package was turned down on Oct. 3, less than 24 hours before the old contract expired.

Meanwhile, bargaining with another major aerospace firm, the Lockheed Corp., was at a delicate stage as IAM's contract extension neared its expiration. The agreement expired on Oct. 1, but both sides agreed to extend it through Oct. 10 while engaging in round-the-clock negotiations in Santa Monica, Calif.

Talks with McDonnell Douglas, just now getting under way, proceeded sluggishly. The company has not made an offer to replace the current contract which expires on Oct. 16. The outcome of negotiations with Boeing, Lockheed and McDonnell Douglas will influence later contracts for twice as many employees at other aerospace companies.

The Machinists represent some 175,000 aerospace industry workers with contracts expiring this fall and in early 1978.

The Boeing strike affects hourly production and maintenance workers in the Puget Sound area, Portland, Ore., Wichita, Kan., Cape Canaveral, Fla., and at a number of missile bases. No new talks were scheduled, although IAM negotiators remained available to resume bargaining at any time.

The Boeing workers are engaged in the production of the company's 707, 727, 737, and 747 passenger jetliners. The union membership sanctioned strike action on Sept. 20 by a 90 percent vote.

The unaffiliated Auto Workers, which also holds contracts with Boeing and other firms in the aerospace industry, pledged its "complete support and assistance" to the striking Machinists.

In a resolution adopted by its executive board, the UAW declared:

"This strike is of major importance to all aerospace workers, not only those who are part of IAM but all other labor organizations, including UAW. The trade union movement must band itself together, using all its resources to support our sisters and brothers who are striking this giant corporation."

Steelworkers Applaud Anti-Dumping Decision

The Steelworkers applauded a Treasury Dept. ruling that Japanese steelmakers have been improperly marketing their products in the United States.

In a statement following announcement of the department's first anti-dumping ruling in recent history, the union declared: "We have been consistently opposed to the unfair trade practice of dumping and any legal action to support our position is most welcome."

The preliminary decision, requiring five Japanese exporters of carbon steel plate to post "dumping duties" amounting to 32 percent of the declared value of new shipments, came amid rising protests from the Steelworkers, the steel industry, and a newly formed steel caucus in Congress demanding import restraints in the wake of increasing worker layoffs.

The Treasury Dept. ruling found that the Japanese producers had been selling their goods in the U.S. at prices below the cost of production, contributing to the economic plight of the American steel industry.

Since midyear, the industry has laid off about 18,000 workers. U.S. Steel Corp., the largest producer, has asked more than 10,000 management employees to forego a cost-of-living increase, in addition to its layoffs.

In Pittsburgh, meanwhile, the Steelworkers summoned the directors of 19 of its 25 districts to an emergency meeting to discuss the rising level of steel imports and to consider further action to halt job losses. The district leaders came from areas where there are basic steel plants.

President Carter announced earlier that an interagency task force would explore all of the domestic steel industry's problems, including alleged dumping by overseas producers. The Administration indicated that it was considering negotiating temporary steel import quotas with the European Economic Community and Japan in an effort to head off more radical protective action by Congress.

The President plans to meet next week with a group of steel industry specialists from labor, management, financial and other organizations to discuss the industry's problems at the White House.

Temporary import quotas for steel would be similar to the relief already granted to the U.S. color television and shoe industries.

The congressional steel caucus of 120 representatives and 25 senators has become especially active since 5,000 Youngstown, Ohio, steelworkers were laid off in late September. The layoffs mean the loss of a $100 million payroll for the community.

State-County Adds 8,400 in Missouri

The State, County & Municipal Employees won representation rights for more than 8,400 workers in Missouri state mental health institutions.

AFSCME was chosen as bargaining agent by a total vote of 4,328 to 633 in on-site elections held Sept. 30 at 23 hospitals, schools and diagnostic centers in the state.

The union already represents 4,500 members in the unit, which is part of AFSCME Council 72. More than 200,000 of the union's national membership of 750,000 are employed in mental health services.

In Container Shipping:

Job Security Seen Key in Dock Strike

By James M. Shevis

The Longshoremen's strike against Atlantic and Gulf Coast shipping companies went into its second week with no visible progress toward a solution of the key job security issue.

The strike followed the Sept. 30 expiration of ILA contracts with the employer group, the Council of North Atlantic Shipping Association, and involves some 50,000 dockworkers. In announcing the strike, ILA President Thomas W. Gleason said that it would be a selective walkout, with union members refusing only to continue handling containership operations.

Meanwhile, Wayne L. Horvitz, director of the Federal Mediation & Conciliation Service, called representatives of all major shipping associations and their carrier members on the Atlantic and Gulf coasts to an Oct. 6 meeting in Washington to assess their position. No new talks between the employers and the union were scheduled.

The crux of the current contract dispute is job security. The ILA has seen its membership dwindle in recent years as the result of an increase in containerization, the shipment of freight in huge 20- to 40-foot steel boxes. The use of these containers has revolutionized shipping operations, drastically reducing the number of longshoremen needed to load and unload cargo.

The ILA wants a master agreement that will protect the various funds that provide guaranteed annual income, pensions, and health and welfare care. In the past, the master contract covered only six major North Atlantic ports and set a pattern for South Atlantic and Gulf ports. This year, the union wants a Maine to Texas settlement.

ILA negotiators also are seeking a pay increase from the current $8 an hour to $10 an hour, increased employer contributions to the pension and welfare plans, and a shorter workweek.

The job security issue came to the fore in 1975 after the National Labor Relations Board invalidated sections of an ILA contract that provided the longshoremen would pack and unpack all containers coming from or going to an area within 500 miles of a port at which they worked. The board's decision was subsequently upheld by the courts.

Labor Sec. Ray Marshall, in a statement on the dockworkers' strike, stressed that the Administration did not intend to intervene in the dispute at this time.

"It has been my position that the federal government should be very wary about intervening in collective bargaining," Marshall said. "If federal intervention is expected, this expectation will only jeopardize collective bargaining."

Marshall added that he was encouraged by the ILA's decision to limit the strike to container shipping and to continue to handle military goods, passenger needs, perishable food and other items.

AFL-CIO Call To Convention Outlines Issues

(Continued from Page 1)

and those elements who have never accepted the democratic principles" upon which the movement is based.

On foreign affairs, the call applauds the Carter Administration for its restoration of "human rights as the bedrock of its foreign policy," but cautions that around the world "foes of liberty and democracy continue to seek every advantage to repress and oppress human beings."

The call concludes:

"For the American people and the American labor movement, it is a time of testing—testing the viability of democratic institutions, the initiative and will of the people, and the leadership capabilities of those selected to lead.

"It will not be an easy time for America, therefore it is incumbent upon the delegates attending the AFL-CIO convention to map programs and policy that will best serve our movement, and the nation."

North Dakota AFL-CIO Elects Gerl as President

Grand Forks, N.D.—The North Dakota AFL-CIO elected James Gerl to a two-year term as president at the state federation's 21st annual convention here.

Gerl, president of Local 610 of the Oil, Chemical & Atomic Workers and a member of the state House of Representatives since 1971, was elected on the third ballot in a five-candidate contest.

He succeeds Wallace J. Dockter, who was named a staff representative of the AFL-CIO Dept. of Organization & Field Services in May. Dockter is assigned to Region II encompassing the central states.

The 260 convention delegates also re-elected Robert A. Donegan to his fifth term as secretary-treasurer and three incumbent vice presidents. Three new vice presidents elected to the executive board are Ray Such of the Carpenters, Les Erickson of the Allied Industrial Workers and Ron Vetsch of the International Brotherhood of Electrical Workers.

The convention approved a 10-cent increase in monthly per capita payments, raising the rate to 50 cents. The increase will be applied in two 5-cents steps, effective Jan. 1, 1978, and Jan. 1, 1979.

Among major resolutions adopted at the three-day convention, delegates called on Congress to adopt a fair minimum wage, lift Hatch Act restrictions on government workers, and reform federal labor law. They also called for "full and reasonable" collective bargaining rights for public employees in North Dakota and for a review of existing state labor laws.

Gerl, a 39-year-old Democrat representing the Mandan area, co-sponsored a public employee bargaining bill in the last session of the legislature which was defeated in the House. He stressed the need to improve relations with unaffiliated union groups throughout the state in an effort to win passage of measures vital to labor in the legislature.

Measure Retains Key Safeguards:

Major Labor Law Reforms Clear House by Big Margin

(Continued from Page 1)

lawyers for unions and management, heads of employer associations, top union officers and the dozens of organizations with a concern for the legislation.

But it also heard from workers able to tell first-hand of the tactics used to keep them from exercising their right to choose union representation and collective bargaining.

It heard them in Washington and in a dramatic hearing at Roanoke Rapids, N.C., where the workers who voted for union representation three years ago are still without a contract.

It heard from elderly mill workers in Darlington, S.C., who lost their jobs as punishment for voting union 21 years ago and are still without court-ordered compensation.

It heard from workers who have been fired and threatened by union-busting employers in northern and midwestern plants as well as in the hostile Sunbelt states.

Thompson had authored a stronger bill to put teeth back into the National Labor Relations Act, based on hearings in previous years on deficiencies in the law. But he sponsored the Administration measure as the most effective legislation that was likely to be enacted in this Congress.

Against it, employer groups rallied behind a bill introduced by Rep. John N. Erlenborn (R-Ill.) called, ironically, the Employee Bill of Rights. AFL-CIO Sec.-Treas. Lane Kirkland promptly dubbed it "the bosses' bill" and no one seriously questioned the description.

The first key vote was, in effect, a rejection of the Erlenborn "Employee Bill of Rights" substitute.

As is often the case in the House, the battleground was procedural. But the effect of the key 267-152 vote was to rule out consideration of the employer-backed substitute.

Erlenborn and Rep. John Ashbrook (R-Ohio), even more of a hard-core foe of the bill, then proposed a series of amendments that would have left the measure little more than a hollow shell.

The first attack was on the bill's "equal access" provision. If an employer gathers his workers on company time to hear his argument against the union, he would have to give the union an equal opportunity to reply.

The Erlenborn-Ashbrook attempt to delete the equal access clause was beaten, 247-168. The bill's sponsors then readily agreed to an amendment that would allow an employer access to the union hall—if he wanted to claim the privilege. But they easily beat an attempt to allow an employer to visit workers in their homes to argue against union representation.

A compromise was reached on the timetable for union representation elections. After a labor-opposed amendment was beaten, 229-185, unanimous agreement was reached on this formula:

- When the majority of workers in a clearly defined unit petition for an election, the NLRB must hold it within 25 days. The bill originally set a 15-day limit.
- When less than half the workers have signed authorization cards, or there are questions about the size of the bargaining unit, the election would have to be held within 50 days. The original bill set a 45-day limit.
- An issue of "extreme novelty or complexity" with regard to labor law would allow the NLRB to delay the vote for up to 75 days, unchanged from the original bill.

By a decisive 301-111 vote, the House rejected an Erlenborn amendment to delete a provision for disbarment from government contracts of an employer guilty of willful violations of final NLRB orders.

Language was then agreed to which would in some cases limit disbarment to a plant or facility directly responsible for the lawbreaking. But a company such as J. P. Stevens where violations of the law has been corporate policy would clearly be covered in its entirety, debate on the House floor affirmed.

Retained in the bill sent to the Senate were other key provisions that employer-allied opponents tried to knock out.

Thus the bill provides double backpay reimbursement for workers fired for union activity and directs the NLRB to seek injunctions for their immediate reinstatement.

It includes machinery to reimburse workers for wage increases denied them because of an employer's willful refusal to bargain on an initial contract after a union wins representation rights.

It allows guards to join any union that does not represent other employees at the same plant, lifting the severe restrictions in the present law on union membership by plant guards.

And it enlarges the NLRB from five to seven members, so as to enable more panels to deal with unfair labor practice cases.

With the modifications accepted by the bill's supporters on the House floor, the legislation goes to the Senate with a strong endorsement. The margins on key votes were larger than leaders on both sides had anticipated.

By the start of the third day of debate, the pattern was so clear that one of the employer groups fighting the bill — the Associated General Contractors—put out an advance statement for use by the press after passage of the labor law reform bill.

"We're disappointed," the employer group said. But it said it would "redouble our efforts to see that this bill is defeated in the Senate."

But Thompson, the floor manager for the bill, was elated. He termed its passage "a tremendous victory for labor."

And Ashbrook, who fought the bill to the end, concurred. Even with the changes that were adopted, he said, the bill contains "97 percent of what labor wanted."

Group Launches Drive To Restore Ellis Island

A national campaign to restore Ellis Island, the "gateway to America" for 20 million immigrants, and to develop a center for immigration studies there has been launched by the Restore Ellis Island Committee.

The National Park Service opened the island in New York harbor last year on a limited basis and the committee is seeking funds to complete restoration and to set up a study center and museum. The campaign is under the direction of Dr. August C. Bolino of the Catholic University of America in Washington, D.C.

NLRB CHAIRMAN John H. Fanning, left, joins Rep. Frank Thompson, Jr., and AFL-CIO Sec.-Treas. Lane Kirkland at the labor law reform dinner.

Upbeat Mood Prevails At Justice-on-Job Rally

(Continued from Page 1)

"The law says it is illegal to fire a worker because he wants a union —but there's no effective punishment if you do.

"The law says you have to bargain in good faith—but it is cheaper to stonewall and delay. And if an employer shows total contempt for the law . . . he might receive a government contract worth millions of dollars."

AFL-CIO President George Meany welcomed in the labor law coalition "allies from past battles for social progress in America," including such stalwarts as Clarence Mitchell of the NAACP and the Leadership Conference on Civil Rights.

Meany wished there were more than a scattering of employers present—the "decent, law-abiding employers" who accept collective bargaining.

Why do they acquiesce by their silence in "the vitriolic attacks on labor law reform coming from the Chamber of Commerce and the National Association of Manufacturers?" Meany wondered.

And how can any real conservative, who believes in upholding the law, excuse the law-breaking of J. P. Stevens?

"Conservatism was once an honest political philosophy," Meany said. "Today it is a device for raising millions . . . to spread hate and division and fear."

E. G. Marshall, the television actor who chaired the dinner, read the message that Humphrey sent, defining the legislative battle as "involving the human rights of millions of workers who have been denied the opportunity to decide whether or not to be represented by a union."

Humphrey, recovering optimistically from his latest round of cancer retardation treatments, looked ahead to the second session of Congress, when the House-passed labor law reform bill will reach the Senate floor.

"I assure you," his message pledged, "Hubert Humphrey will be in there fighting" at the side of Mondale and Meany "until justice on the job is assured."

Labor Sec. Ray Marshall, National Labor Relations Board Chairman John H. Fanning and other dignitaries in the audience were introduced.

For the congressional guests present, Rep. Frank Thompson, Jr. (D-N.J.) and Sen. Jacob K. Javits (R-N.Y.) took the microphone to give witness to their beliefs.

Thompson, the floor manager of the bill in the House, said it was a modest, long-overdue measure that had already been compromised and must not be weakened by "phony amendments."

It is designed to "stop the harassment" of workers and enforce the rights they already have by law, he stressed.

Javits, a co-sponsor of the Senate bill with Human Resources Committee Chairman Harrison A. Williams, Jr. (D-N.J.), asked his audience not to give up completely on Republicans.

He contrasted the popular caricature of "powerful barons of labor" with the reality of labor's struggle for job safety, decent wages, injury compensation and a fair minimum wage.

Wyoming Unions Set State Legislative Goals

Cheyenne, Wyo.—An all-out effort to improve Wyoming's workers' compensation benefits and to repeal its "right-to-work" law are high on the legislative agenda drafted at the State AFL-CIO convention.

Although the next regular session of the state legislature will not convene until 1979, the state federation will tie the legislative issues to candidates in next year's state election campaigns.

The drive to overhaul the workers' compensation law is keyed to liberalizing benefit limitations on occupational injuries, disease and disability, in addition to extending coverage to workers now excluded.

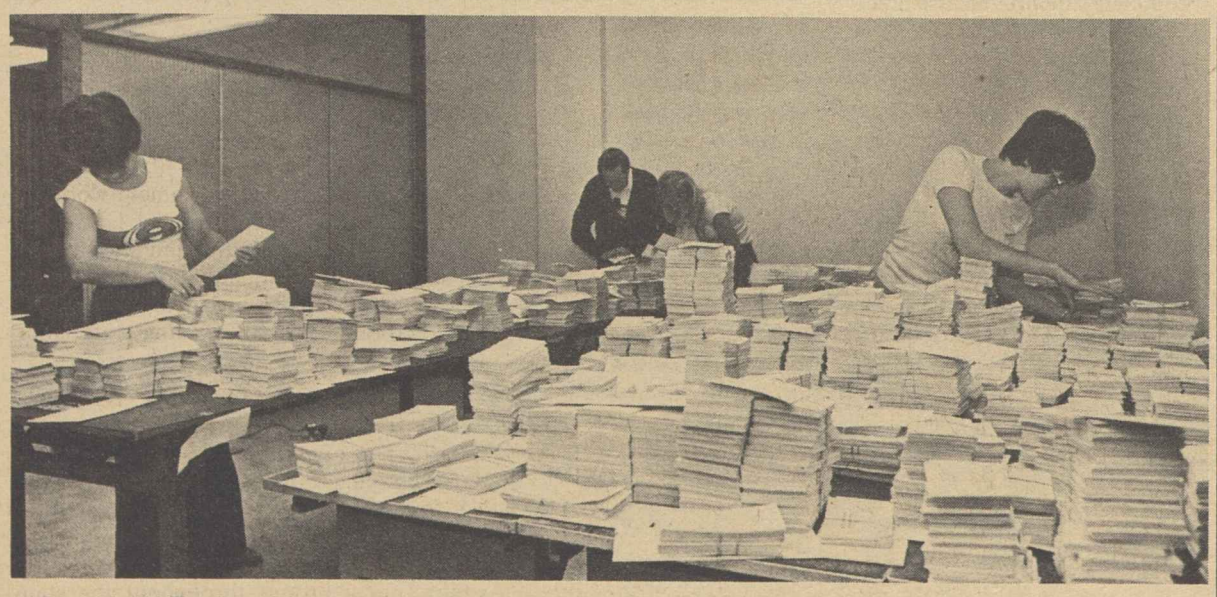
Convention delegates called for a wide-ranging information program to educate voters on the severe economic and social drawbacks Wyoming's workers encounter under the restrictive labor law.

Other major resolutions adopted at the two-day convention urged congressional passage of a fair minimum wage, labor law reform, Hatch Act revision, universal voter registration and National Health Security.

Delegates re-elected state federation President H. P. Johnson and Vice President Glenn D. Sween. Also elected to new two-year terms were executive board members James Garvin, Dennis Goodwine, Larry McGonigal and Darrell Johnson. Executive Sec. L. Keith Henning was reappointed by the board to a new term.

Major convention speakers included Wyoming Gov. Ed Herschler, State Labor Commissioner Vernie Martin, Colorado AFL-CIO President Norman N. Pledger, Idaho AFL-CIO President Robert Macfarlane and Sec.-Treas. Earl D. McDavid of the AFL-CIO Union Label & Service Trades Dept.

Delegates also heard Ken DeBey of Directly Affiliated Local Union 366, which is involved in a bitter strike against Coors Brewery in Golden, Colo. The convention endorsed a number of labor boycotts, including Coors beer, J. P. Stevens products, Iowa Beef Processors, Croft Metals and R. J. Reynolds Tobacco Co.



250,000 CARDS and letters in support of the labor law reform bill are sorted at Machinists headquarters to be relayed to members of Congress. The mammoth write-in campaign was conducted by 2,000 IAM locals and brought mail from 429 of the nation's 435 congressional districts.

Among the Missing

THERE ARE SOME employers here and I appreciate that fact. They are employers who recognize the legal and natural law rights that their employees have to form their own unions and bargain collectively. The unions that have contracts with these employers can testify that they are decent and fair people and, at the same time, tough bargainers. And that is as it should be.

There are employers—decent, law-abiding employers—who should be here. Employers who know that those companies which violate the labor laws—willfully, repeatedly, and with virtual impunity—are cutthroat competitors. Employers who know that their respect for the law gives an unfair advantage to those companies that refuse to obey the law and profit from their law-breaking.

Because these employers are missing from this gathering—because they have chosen to be silent rather than ally themselves with those who believe in justice on the job—they are, in effect, saying:

"We don't care. We don't care about the implications to this nation's legal structure resulting from disrespect for the law by corporations.

"We don't care about unfair competitors who benefit from breaking the labor law. We don't care about those of our fellow Americans fired because they did what the law says they can do.

"We don't care what happens to the economy when workers don't earn enough to buy our goods and services."

And when these employers are silent in the face of the vitriolic attacks on labor law reform coming from the Chamber of Commerce and the National Association of Manufacturers—in the name of all employers—it makes one wonder. Are these corporate leaders, who often make speeches proclaiming their belief in collective bargaining, really rooting for the destruction of collective bargaining, but just don't want blood on their hands?

THERE IS ANOTHER GROUP missing from the tables tonight. Politicians who call themselves conservative, who profess respect for the laws, respect for democratic institutions, respect for the rights of individuals.

This measure is a conservative bill. It is designed to preserve law and order in labor-management relations. It only penalizes those corporations which are breaking the law. It strengthens the democratic institution of collective bargaining. It protects the rights of individuals to choose for themselves whether they want union representation, without being illegally coerced by their employers.

How can any so-called conservative, who believes in upholding the law, apologize for the conduct of a J. P. Stevens? How can they ignore the recent warning of the U.S. Court of Appeals, "This case, perhaps destined to be bleakly nominated as Stevens No. 18 in the long list of Stevens litigation, has been a troubling one, not only because of the violation of the rights of the employees involved, but also because it raises grave doubts about the ability of the courts to make the provisions of the federal labor law work in the face of persistent violations."

—From an address by AFL-CIO President George Meany to a dinner of Americans for Justice on the Job.

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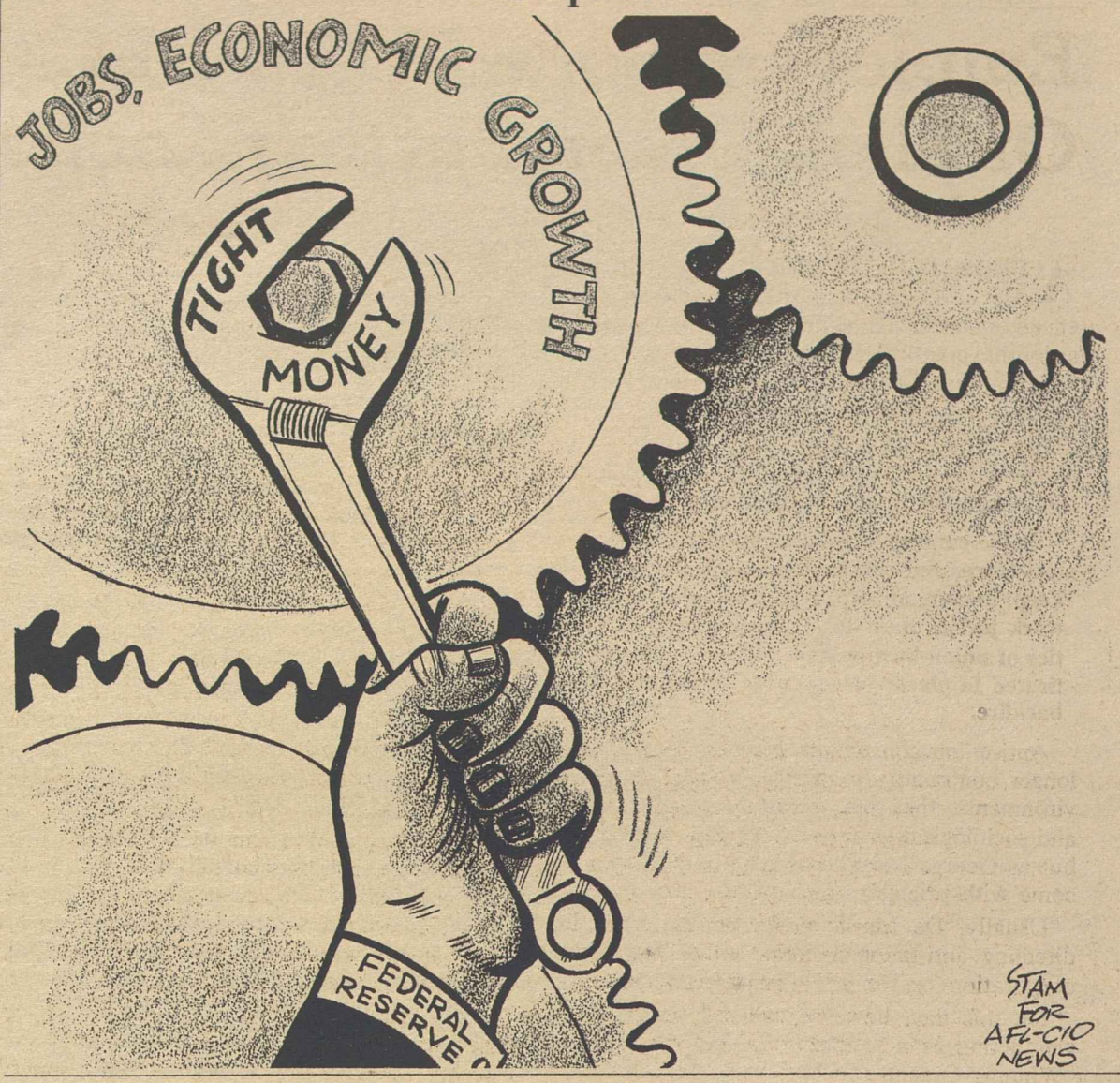

Behind the Figures:

Government Social Programs Keep Poverty Rolls from Rising

By Gus Tyler

HAS AMERICA been getting its money's worth in the many wars against poverty—declared and undeclared—from the time President Roosevelt announced that one-third of the nation is ill-fed, ill-clad, ill-housed? Some recent figures suggest that the answer is no.

In the last decade (1965 to 1975) there has been a four-fold increase in spending by all levels of government for social welfare programs—from $77.2 billion to $286.5 billion. In the same period, the percentage of families officially living under the poverty line declined at a snail's pace: from 19 percent to about 14 percent. Offhand, it appears that we spend too much to accomplish too little.

When we dig a little deeper, however, and get below the surface of the figures on the number of families living in poverty, we discover the startling fact that without the social programs enacted since FDR the percentage of families living in poverty today would be just about as great as in the 1930s.

This revelation is contained in a fairly obscure "Background Paper No. 17," issued by the Congressional Budget Office of the U.S. Congress, under the unenticing title of "Poverty Status of Families Under Alternative Definitions of Income."

If you get beyond the forbidding title and the equally stand-offish academic prose of this somewhat technical document, you discover the stark statistic that if the American families depended exclusively for their income on wages and salaries, rents, interest, and dividends then one family out of every four would be in poverty.

Actually, the percentage in poverty would be even greater if we did not have a $2.30 an hour floor under most wages. Without this lusty lift out of poverty, the percentage of poor families would be just about as great today as it was when FDR rallied against the fate of the forgotten one-third of the nation.

What brings down the percentage of families in poverty, however, is the action of government—at all levels. Thus:

Many millions of Americans are the recipients of social security, unemployment benefits, and similar social insurance income. Because of this, the percentage of families in poverty is almost cut in half: reduced to 14.1 percent.

In addition, many families receive cash benefits such as aid to families with dependent children (commonly called welfare) and supplemental security income for aged, etc. This added income—from government—brings down the poverty percentage to 11.4.

Too, many families get the equivalent of income through such things as food stamps and Medicaid. These are technically referred to as "in-kind transfer payments." This added income reduces the percentage of families living in poverty to 6.7.

(If it seems improper to include Medicare and Medicaid as "in-kind" income, the percentage of families in poverty would go up again to 9.3.)

In sum, however, what these remarkable reckonings tell us is that, without all the programs of government payments to families in cash and in kind, we would still be living with one-third of the nation ill-fated.

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Reform Bill Affirms Nation's Labor Policy

Every measure of American social and economic progress since 1935 proves that the National Labor Relations Act is a good law and that the policy of encouraging free collective bargaining is a good policy. H.R. 8410 proposes no changes in the policy defined by the Wagner Act, no changes in the rights and duties of either management or labor.

It does provide more effective penalties for practices that have been outlawed for 42 years, but that have continued in defiance of the law simply because existing penalties have proven ineffective.

It does provide limitations on sophisticated techniques for evading and thwarting the operations of the law.

It does provide for protection of the fundamental right of workers to make up their minds about whether or not to create their own organization without interference from their employers.

It does improve the machinery of the National Labor Relations Board so that the Board can carry out its duties as the law intended.

—Rep. Frank Thompson (D-N.J.) during House debate on labor law reform, Oct. 4, 1977.

In Packaged Seminars:

Employers Bone Up on ABCs Of Slick Union-Busting Tactics

By Dick Wilson

ALFRED T. DE MARIA is tough and smart. He is an excellent speaker and an experienced organizer. His skilled trade is union-busting: a journeyman in anti-union campaigns, surface bargaining and decertification elections.

There are dozens, perhaps hundreds, like De Maria. They are high-priced consultants, most of them lawyers, who give advice and actually run campaigns to get rid of unions.

Some employers still use direct threats, physical force, and similar kinds of intimidation to keep the union out. And these methods still work just as they did in the past. But the tactics of union-busting have become more sophisticated in places where crude techniques might backfire.

Anti-union consultants, like De Maria, are no longer contractors for thugs. Today, in new environments, they use a variety of psychological and sociological weapons. They still trade in fear, but as George Meany has pointed out, they now come with briefcases instead of clubs.

Usually, De Maria works on the front lines directing anti-union assaults, either for a single corporation or for an industry association.

On this day, however, when I was there, he was acting as a teacher. The subject was titled "Winning Organizational Campaigns." It was the first day of a seminar on How to Maintain Non-union Status, run by Executive Enterprises, Inc.

The class was made up of over 40 corporate officials with titles like project administrator, president, personnel manager, vice president, plant manager, assistant treasurer, general manager, and a host of others. The "students" represented a great variety of firms—from electrical and steel companies to nationwide fast food chains, down to medium-sized local companies.

We met in Chicago at the Hyatt Regency Hotel. It was one of many seminars put on by Executive Enterprises, Inc. throughout the country. And, if you already have a union and want to get rid of it, De Maria also teaches a separate course on "The Process of Decertification."

But today, it was beating back the union before they ever get in. And De Maria takes it step by step. Even before a union arrives on the scene, he warns the students to have "No Trespassing" signs posted. You are then ready when an organizer comes around to have him physically thrown out of the building or off the parking lot.

Further, establish plant rules right now that prohibit employees from returning to work after they have gone home or from staying after the shift is over. With this rule, you plant the land mines for union activists. "If he violates a known and published rule—you can fire him," says De Maria. "That way, you not only cut off access for the union, you get rid of one of their prime movers and frighten others."

De Maria points out—"it's the organizer who is going to make the union come to life in your particular plant; not the union as an abstract institution, but an individual." It's the organizer whom people come to like and trust. So it is important to discredit him or her as soon as possible.

The basic strategy outlined in class is an aggressive anti-union campaign as soon as the employer gets a hint of a union organizer on the scene. The first step is discrediting what the organizer says. And since the organizer depends on authorization cards as a necessary element in getting an election, De Maria maps out campaign literature that will frighten people off from signing cards.

The employees will be more afraid to sign cards if you tell them not to. "It's legal to urge people not to sign cards," he stresses. The early anti-union literature should also discredit the union's claim that the cards are kept confidential: strike two in the campaign to frighten people. An employee who feels that the employer will find out at the supervisory level and at higher levels—will hesitate to sign, De Maria points out. He ignores the truth that cards are kept confidential.

The company propaganda campaign before the election petition is filed will not be the basis for setting aside an election later on. So almost anything goes during this period. For example, De Maria suggests—"put out the word that the plant is going to move down South if the union comes in." There is little the union can do to counter. All it can do is get an order making "you say you won't do it anymore . . . 'we will stop'."

After the petition is in, De Maria warns, you may want to be more careful because it could mean the union could have an election set aside. However, if an election is scheduled and it doesn't look good for the company, he advises "pull out all the stops . . . take the risk."

Key to Executive Enterprises's program is the first line supervisor. "Who," asks De Maria, "is the company?" He answers: "In the eye of the employee, it is the supervisor." Training the supervisors to fight the union every day on the job is essential. "You can't campaign from the top only," stresses De Maria; "You have lost it if the real job of persuasion isn't done on a day-to-day basis by the supervisor."

There are no illusions on De Maria's part that supervisors will automatically join right in to help the company. "All managements tend to assume supervisors are on our side. Sad to say, this is not true at all. Scratch the skin of a supervisor and you'll find a rank-and-file employee."

Ever since Taft-Hartley, supervisors have had no rights to organize—no legal protections if they become involved in a union. With supervisors vulnerable to company discipline, De Maria has a powerful weapon in his work to "motivate them" to fight the union. But he doesn't rely on just a stick—he works to convince the supervisors that it is in their self-interest to fight the union.

Details are not only given in class on how to "motivate" the supervisors, but De Maria also provides complete materials in a 214-page notebook—including transcripts of actual training sessions he has run with supervisors. It is part of the "communications package" that goes with the tuition of $450 for the two-day training. (A discount of only $385 each is given if a company sends more than one person.)

Time and again, De Maria points to the importance of maintaining exclusive access to the employees on the job through one-on-one contact and group meetings. Meanwhile, the union organizer is shut out from speaking to the employees.

CONTROL OVER communication with employees is one of the reasons he gives for urging management never to take up offers to debate the union organizer. "The answer has to be 'no'," argues De Maria. "What they (management) don't realize is that they have the right to talk with employees unilaterally—why give the organizer a shot?"

"Delay is crucial to your strategy" was a constant theme of our teacher. He suggested working closely with the company's attorney in setting up a series of stalls: "Delay in setting up the first conference. . . . Dig up issues on appropriate unit, supervisors, confidential employees, part-time workers. . . . Don't consent (to an election) until all issues are resolved . . . then delay hearings. . . . Delay briefs with excuses. . . ." and so on. All of this to dishearten the employees and give time for management to put on the pressure.

De Maria takes his students through the plans for a war—a war against the union. But for him, the election is only one of the battles. He told us that he has a client right now who recently lost an election. Unwilling to accept the union victory, he plans to "bargain to the point of boredom over the next year."

When one of the students asks about unfair labor practices charges, De Maria answers that there are ways "to cover our tracks . . . if you know ahead of time what you are doing, you can avoid charges of surface bargaining."

And from there—where? Why to decertification, of course; and you can find out how to do that next month in his class in Atlanta.

Dick Wilson is director of the Labor Division, Midwest Academy. He formerly directed organizing campaigns in Illinois for the State, County & Municipal Employees and served as national education director for the union. He attended the seminar described above as a "business executive."

By Press Associates, Inc.

THE 95TH CONGRESS is refusing so far to give serious consideration to bolstering the social security program with funds from the general Treasury in periods of high unemployment.

President Carter, organized labor, senior citizen groups and experts on the program—while differing slightly on some details—all agree the United States should join the ranks of the rest of the industrial nations by having the federal government share the cost of social security financing.

The original planners of the social security program in the 1930s were in favor of a three-way financing program, part from employers, part from workers and part from the federal treasury. Their actuarial studies showed this need would come about in the 1950s and they urged planning for it based on later data.

But there was a continuing failure by the Congress and successive Administrations to face up to the need for sound financing. And the inflation and high unemployment of the prolonged recession have put a dangerous drain on social security funds.

Carter sent a message to the Congress in July that was endorsed by organized labor because the proposals "will place the program on a financially sound footing into the next century."

Committees in the House of Representatives and the Senate have been considering the proposals and, to some extent, have accepted parts of the Administration's social security package.

But neither house is giving serious thought to the proposal to add funds from the Treasury. The President's proposal was mild enough. Carter said that when unemployment exceeds 6 percent—which means that many millions of jobless workers are not paying any social security taxes—the federal government should step in and supplement the funds.

This is a step in the right direction, although social insurance experts would like to see general financing share the cost on a permanent basis. The real crunch will come in 2011, when the famous "baby boom" generation reaches retirement age.

THE COMMITTEES of the House and Senate admit that social security needs more money. But, unfortunately, some members argue that using income tax money for social security would make it just another welfare program. The opponents of general revenue assistance for social security think the "public" would be opposed to this.

Millions of poverty-stricken and marginally poor Americans who depend on social security need more money and they need firm assurance from the Congress that it won't be cut off. And working Americans need assurance that the money will be there when they need it in their old age.

What the congressional committees have come up with so far includes proposals for major payroll tax increases and a large increase in the annual wage base on which employers pay social security taxes.

They would raise the current ceiling on earnings of those who get social security benefits and would revise future benefit schedules to correct overadjustments for inflation. The proposals that have emerged so far may help for a short while, but sooner or later the Congress will have to face up to the problem of putting together a comprehensive reform program.

More than 90 percent of the nation's workers are covered by social security and some 33 million people who are retired or disabled or otherwise dependent on benefits look to the monthly check for their livelihood. So it is time that they are reassured that the Congress is behaving responsibly on a serious problem.

PRESIDENT CARTER'S labor law reform bill outlines a major step toward making the nation's labor laws function "the way Congress intended," AFL-CIO Legislative Rep. Ray Denison, center, declared on Labor News Conference. He was questioned by Robert Dobkin, left, of the Associated Press and Dale McFeatters of the Scripps-Howard Newspapers. The AFL-CIO produced public affairs program is aired on Mutual radio.

TOP OFFICERS of the Amalgamated Transit Union exchange congratulations following their re-election at the union's 44th convention in Washington. From left are Sec.-Treas. Raymond C. Wallace, Executive Vice Pres. John W. Rowland and President Dan V. Maroney, Jr.

Transit Union Votes New Term to Officers

The Amalgamated Transit Union's 44th biennial convention in Washington elected President Dan V. Maroney, Jr. to a third two-year term and returned John W. Rowland, Jr. and Raymond C. Wallace to office as executive vice president and secretary-treasurer.

The 500 delegates at the Washington meeting also re-elected all but one of the current general executive board members to office, adding Ian D. MacDonald of Vancouver, B.C., as a member at-large and leaving one vice presidency vacant.

The retiring board members are Joseph P. Fahey of Brighton, Mass., and T. E. Fick of Winnipeg, Man. Fahey's post will remain vacant as a way of making the board smaller through attrition.

In other action, the convention rejected a move to hold conventions every four years instead of the present two-year cycle. The international leadership, which backed the change, wanted to replace the mid-term convention with a union-wide educational conference.

The convention also instituted a mandatory three-year term for local union officers in an attempt to end constant electioneering in some locals; refused to give the executive board the right to merge locals; and voted eventually to combine the offices of president and business agent in the approximately 20 locals that still have both positions.

In general resolutions, the convention recommended the passage of the Kennedy-Corman Health Security bill, advocated full social security benefits at age 62, reaffirmed the union's position favoring no-fare mass transit and increased federal aid to public transportation, and supported the AFL-CIO positions on legislation involving the minimum wage, Hatch Act reform, and cargo equity.

The convention also backed legislation to assure public employees the same rights under collective bargaining—including the right to strike—enjoyed by workers in the private sector. Through the acquisition and construction of publicly-owned transit systems in the past several years, about 86 percent of all transit workers are now public employees.

Reform Bill's Goals Backed In Delaware

Rehoboth Beach, Del.—The importance of reform of the nation's labor laws permeated the two-day convention of the Delaware AFL-CIO here, as delegates approved a resolution calling for congressional passage of legislation to streamline the National Labor Relations Act.

Sen. Joseph R. Biden, Jr. (D-Del.) gave the convention a status report on the progress of the labor law reform bill now before Congress, as well as the outlook for other pending labor legislation.

Frank W. Emig, assistant director of the AFL-CIO Dept. of Organization & Field Services, and Walter Waddy, director of AFL-CIO Region III, also addressed the 200 delegates on labor law reform.

Action by the convention included approval of a constitutional amendment raising the monthly per capita payment from 20 to 25 cents and adoption of resolutions favoring revision of the Hatch Act, the right of public employees to strike, National Health Security, a higher minimum wage, and measures to obtain a full employment economy.

Delegates also elected executive board members. The organization's principal officers — President John A. Campanelli, Vice President Norman L. Tyrie and Sec.-Treas. Thomas E. Watson—will not come up for election until the next biennial convention.

Other speakers included John A. McCart, executive director of the AFL-CIO Public Employee Dept., and Joseph F. Maloney, secretary-treasurer of the AFL-CIO Building & Construction Trades Dept.

Opera Musicians Approve New Pact

New York—Musicians Local 802 ratified a new contract with the Metropolitan Opera Co. by a nearly 3 to 1 vote ratio.

Approval of the pact assures that the Met's 93rd season will open on schedule on Oct. 10. The new contract, which provides for a 7 percent wage increase during each of the next three years, covers 104 union musicians. The previous contract ran for a year and expired six months ago.

The pay hike means that each musician will earn an average of about $97 more each week by the end of the new contract. The base salary for the musicians under the old agreement was $428 a week.

Pensions and medical benefits also were improved, and the travel per diem allowance was raised from $35 to $44.

In America's Workplaces:

Labor Dept. to Cut Delays In Curbing Cancer Risks

(Continued from Page 1)

Labor Dept. and OSHA officials said, to end the lengthy legal and bureaucratic delays between the time that evidence of cancer-causing properties is detected in a substance and the time that action is taken to reduce or eliminate worker exposure to it.

OSHA has noted, for example, that of 1,500 substances identified as "suspect carcinogens" by the National Institute for Occupational Safety & Health, only 17 have been completely regulated.

The delay in regulation, according to the Labor Dept., grows out of the wide range of issues that OSHA must currently consider in any attempt to curb or ban a single probable carcinogen.

At present OSHA must study and make recommendations on issues like sanitation and engineering requirements for the reduction of exposure to each substance, the sort of medical surveillance and health records necessary on each substance, and the type of educational campaign needed to alert employees to the carcinogenic nature of the substance.

Since work up until now has focused on gathering data and regulating individual substances on a case-by-case basis, the "rulemaking" time for some suspected carcinogens—arsenic, for example—has gone beyond two years.

The new guidelines represent an attempt to combat this problem, which Labor Sec. Ray Marshall characterizes as "like trying to put out a forest fire one tree at a time."

Under the proposed guidelines the regulatory steps to be taken after a substance is classified as a carcinogen will be standardized. This will reduce the basis for employer challenges down to issues like the appropriate limit for worker exposure and whether OSHA has accurately classified the substance.

The proposal will not be legally implemented for at least a year, although OSHA is informally using the standards as guideposts for taking actions on particular carcinogens. Industry challenges to the program could delay formal implementation beyond the one-year estimate.

The new guidelines would classify as Category I carcinogens those substances whose cancer-causing property has been established in humans, or in two mammalian species, or in one species if the results have been replicated.

A temporary emergency standard of approximately 6 months duration would be issued for a substance classified as Category I, with the level of permissible worker exposure set by OSHA.

If OSHA decides after the emergency period to permanently classify a substance in Category I, more steps to limit worker exposure will be taken. NIOSH has estimated that perhaps 100 substances fall into Category I.

The steps followed under a permanent standard would include establishment of a regulated area in the workplace open only to authorized personnel; emphasis on engineering and work practice controls rather than respirators to limit exposure, required clothes-changing rooms, and several other stricter requirements on employee education, record-keeping and medical practices.

A substance would be classified in Category II if evidence indicated that it might be cancer-causing but test results had been positive in only one mammalian species. For these substances there would be no emergency standard issued, and worker exposure would be limited in a less stringent manner than for a category I substance.

As many as 300-400 substances could be included in Category II, according to NIOSH estimates.

Category III classification would be used to indicate that a particular substance needed more study to determine its carcinogenicity, and Category IV would include substances from the other three categories which have not yet been found in U.S. workplaces.

George H. R. Taylor, secretary of the AFL-CIO Committee on Occupational Safety & Health, said the proposal on classification of carcinogens is "a great step forward," but he warned that OSHA may be overburdened with litigation, since the proposal allows challenges to each substance—most likely by management—before the issuance of a permanent standard.

Taylor said that the federation's committee would have preferred a "more generic policy" that would have made challenges and delays to OSHA rulings less likely.

Hearings on the new guidelines will begin in March.

Redwood Bill Held Up For Job Impact Study

Organized labor and its allies won a pledge of further study and hearings in their efforts to preserve the jobs of 2,100 northern California lumber workers threatened by a proposed expansion of the Redwoods National Park.

Sen. James Abourezk (D-S.D.), chairman of a Senate Subcommittee on Parks, said that the Administration-backed bill providing for a 48,000-acre expansion of the park would be held up while staff members complete a study of the bill's job impact.

"I don't think it's fair to expand the park and not worry about the people who are going to lose their jobs," Abourezk said. "They have a greater stake than the [lumber] companies."

AFL-CIO Legislative Director Andrew J. Biemiller wrote Abourezk that the federation opposed the Administration bill and that "unless a bill can be worked out that preserves jobs, there should be no bill."

The Carpenters union, which represents most of the workers involved, is now working with the companies on an alternative bill that would allow park expansion with continued lumbering and maintenance of employment levels in the area.

The Senate bill and a similar House measure would make the timber industry in the area unviable, according to Charles E. Nichols, treasurer of the Carpenters. The bills would almost double the size of the park from its current 58,000 acres, removing most of the redwoods from production.

In earlier testimony, John F. Henning, executive secretary-treasurer of the California AFL-CIO, called the legislation "environmentally unnecessary and economically disastrous."

To date, Henning said, the acquisition cost of the Redwood National Park has exceeded $172 million, "twice the acquisition cost of the entire national park system." And the price tag under the House bill for acquisition alone would be $360 million, he said.

Broadcast Union Okays ABC Strike Settlement

Striking members of the Broadcast Employees & Technicians returned to their jobs with the American Broadcasting Co., after ratifying a new four-year contract.

Approval of the agreement ended a 20-week walkout at ABC's main television offices in New York, Washington, D.C., Chicago, Los Angeles, and San Francisco.

Twenty different bargaining units of NABET were involved in the federally-mediated negotiations, with 1,700 workers affected by their outcome. Most of them, 1,300, are engineering personnel, while the rest are assorted craftsmen such as building maintenance workers, costumers, film editors, and news writers.

NABET President Edward M. Lynch said that the union won an across-the-board 10 percent pay increase in the first year of the contract, followed by increases of 5.6 percent in the second year, 6.4 percent in the third, and 7 percent in the fourth. The basic rate for a cameraman, for instance, will rise from $401 to $535 a week over the term of the agreement, Lynch said.

Among other gains, the company agreed to raise its contribution to the union's pension program from 7.5 to 9 percent of its basic payroll over the four years. ABC also added a seventh week of vacation for employees with more than 25 years of service, up from six weeks.

One of the major issues in the contract dispute — management's proposal to delay lunch breaks for technicians, if necessary, while they are covering news events—was resolved with an agreement permitting the network to delay the lunch period in return for a "substantial" monetary penalty.

ABC also agreed to restrict its hiring of freelance technicians. The company may hire such employees on a daily basis if they are used outside a 125-mile radius of its main owned and operated television and radio stations.

NABET struck the network on May 17 following a breakdown in negotiations. Tentative agreement on the new contract was reached on Sept. 21, but details were withheld pending the ratification vote. The contract's pay provisions are retroactive to Mar. 31, when the old contract expired.

Convention Action:

Bricklayers to Push Mortgage Fund Plan

Las Vegas, Nev.—The Bricklayers, acting to improve job opportunities in the construction industry, urged their local affiliates wherever possible to invest in mortgage funds designed to stimulate union construction.

In a resolution at the union's 74th convention here, delegates asked that trustees of related pension and welfare funds allocate at least 10 percent of available funds to investment portfolios consistent with the union's goals, such as the AFL-CIO Mortgage Investment Trust.

"The cyclical swings of the construction industry, which impose severe hardship on bricklayers and allied craftsmen, are intensified by government fiscal and economic measures which artificially reduce the capital funds required to finance needed housing, social, commercial and industrial building," the resolution said.

"To offset such government actions requires that there be a large and steady flow of capital into the mortgage investment field. The potential to help fill this need exists in the reserves of collectively bargained pension funds which in the aggregate amounts to billions of dollars."

Delegates also adopted a resolution urging direct participation by all Bricklayers' locally negotiated employee benefit plans in support of the work of the National Coordinating Committee for Multiemployer Plans. This was begun by the AFL-CIO Building & Construction Trades Dept. in 1973 to represent the interests of participants in multiemployer plans in shaping standards under the pension reform act.

The convention re-elected President Thomas F. Murphy, Sec. John T. Joyce, Treas. Edward M. Belluci, and First Vice Pres. James F. Richardson. All were named to new four-year terms without opposition.

After endorsing pending labor law reform legislation, the convention heard from President Robert A. Georgine of the AFL-CIO Building & Construction Trades Dept., who stressed the need to overcome intense employer opposition to the legislation.

"We're up against a well-financed, well-staffed, coordinated campaign by business and right-wing groups to break the back of the labor movement," he said.

In his presidential report to the convention, Murphy said that the union's top objective—to protect and enhance the welfare of its members—requires "a strategy of strength . . . and the method through which we pursue our strategy must be growth—orderly planned growth, not to make us larger but to make us stronger."

Joyce noted that growth is most important at the local union level, "since it is growth that can make it possible for local unions to control the work force in their areas, and it is work force control that builds success at the bargaining table."

Other speakers included Joseph T. Power, president of the Plasterers & Cement Masons; Fred J. Driscoll, Jr., chairman of the Impartial Jurisdictional Disputes Board; Pascal DiJames, president of the Tile, Marble, Terrazzo, Finishers & Shopmen; Elizabeth Drew, writer and television commentator, and the Rev. Timothy Healy, president of Georgetown University.

In resolutions, the convention urged reintroduction in Congress of the site-picketing bill that was defeated earlier this year and called on the federal government to create job programs to reduce unemployment, particularly in the construction industry, to less than half the current rate within the next 12 months.

BRICKLAYERS PRESIDENT Thomas F. Murphy, addressing the union's 74th convention, said that grass-roots support by members of local unions is needed if organized labor is going to achieve its legislative goals, including labor law reform, during the 95th Congress.

Marshall Tells Iowans Of Bargaining Stalls

Waterloo, Iowa—Labor Sec. Ray Marshall urged delegates to the Iowa AFL-CIO's 22nd convention here to press their representatives and senators in Congress to vote for labor law reform.

Marshall said that too many employers find it profitable to circumvent the National Labor Relations Act through legal maneuvers and current penalty provisions in the law are weak and must be changed.

"I know all kinds of lawyers in the South who specialize in bargaining in good faith—and never reaching an agreement," Marshall declared.

The 350 delegates heard other speakers in their two-day meeting, adopted a full slate of policy resolutions for the year ahead and elected officers.

A constitutional change was approved to increase the monthly per capita payment by nine cents to cope with inflation and higher operating costs. The new per capita is 40 cents.

Hugh D. Clark and James J. Wengert were re-elected to four-year terms as president and secretary-treasurer, respectively. Among those elected to the federation's 11-member executive council was Pat Marshall of Cedar Rapids, the first woman to be elected to that body. She is president of Local 1362 of the International Brotherhood of Electrical Workers.

Resolutions adopted by the delegates included support for the Center for Labor & Management at the University of Iowa, endorsement of a shorter week to help solve the national unemployment problem, reform of the U.S. Postal Service, support of low-cost or free education at Iowa public colleges and universities, and support of the Meat Cutters boycott of Iowa Beef Processors, Inc.

Winston McMullen Dies, Bonds Representative

Winston L. McMullen, national labor representative for the Treasury Dept.'s U.S. Savings Bonds Division, died at his home in Vienna, Va., Sept. 20. He was 52.

McMullen had been with the government's savings bonds program since 1966. He is a former business manager of Sheet Metal Workers Local 45 in Des Moines, Iowa, and president of the Des Moines Building Trades Council. He also had been president of the Iowa-Nebraska District Council of the Sheet Metal Workers.

Labor Alert To R-T-W Bid In Colorado

Grand Junction, Colo. — Delegates to the Colorado AFL-CIO's 12th biennial convention authorized the creation of a voluntary campaign fund to fight anti-labor forces that are gearing up for a new "right-to-work" drive.

Colorado has not faced a serious R-T-W campaign since the late 1950s, when voters rejected a proposal to outlaw the union shop. Lesser efforts have been turned back in the state legislature in recent years.

But a new R-T-W committee formed recently is pushing to bring the issue to a voter referendum in a statewide election.

In other major action, the 235 delegates voted to change the frequency of the state federation's constitutional conventions to every four years, with the first quadrennial convention scheduled for 1981. COPE endorsing meetings will be held every two years in even-numbered years.

Delegates also extended the terms of office from two to four years before re-electing President Norman N. Pledger and Sec.-Treas. Zelda Bransted by acclamation. Eighteen of the 29 vice presidents on the executive were also re-elected.

In another constitutional change, the convention approved an increase in monthly per capita payments from 25 to 30 cents effective Nov. 1.

Major speakers at the three-day convention included Colorado's Gov. Richard D. Lamm, Sen. Floyd Haskell, Executive Director Norman Hill of the A. Philip Randolph Institute and Executive Sec. Keith Henning of the Wyoming AFL-CIO.

The 11 new vice presidents elected to the executive board are Larry Ader, Carpenters; Billy Joe Autin, Typographical Union; Rose Broska, State, County & Municipal Employees; Donald DeMent, Printing & Graphic Communications; Michael DeWitt, Letter Carriers; Paul Gonzales, Laborers; Patrick F. Kelly, Steelworkers; Robert Knapp, Rubber Workers; Charles Mosher, Amalgamated Transit Union; Tracey Smith, Retail Clerks, and Harvey N. White, Jr., Communications Workers.

Supreme Court Upholds Unions on Key Rulings

The Supreme Court has refused to review a group of federal appellate court decisions on issues affecting unions and worker rights, thus making them final.

Included in the list are rulings upholding picketing rights, asserting the jurisdiction of the Occupational Safety & Health Act over railroads, affirming the right of a state to grant welfare benefits to families of strikers and continuing bargaining rights when company ownership changes hands.

The picketing case involved interpretation of the law that requires a union to give a 10-day notice before striking or picketing a health care institution. The question was whether the action of a local of the International Brotherhood of Electrical Workers in picketing an electrical contractor working on construction of an annex to a hospital fell under the 10-day notice requirement.

In that case, the National Labor Relations Board had held that it did, even though the picketing was not aimed at the hospital and did not interfere with the hospital's ability to provide health care services to patients.

But a three-judge appellate court panel unanimously ruled that the 10-day notice requirement did not apply in the case, and it was this decision that the Supreme Court action makes final.

Other decisions the Supreme Court let stand held that:

- A state may authorize welfare benefits for the families of strikers, although it isn't required to do so. A New Jersey employer had argued that allowing any tax-financed payments to strikers violated the government's neutrality in labor-management disputes. Lower courts were upheld in their rejection of this reasoning.
- While the Federal Railroad Administration does have some safety responsibilities, it is not a substitute for OSHA's more extensive regulation of job safety and health.

The National Labor Relations Board properly ordered the new owner of a company to bargain with a union that had won an election held before the change of ownership. The new owner retained most of the employees when the firm changed hands and the certification of the union as the bargaining agent was not affected by a subsequent turnover in employment.

One issue that the Supreme Court agreed to review is whether pension plans that treat men and women differently because of actuarial differences violate the federal law against sex discrimination.

In cases involving a group of Los Angeles city employees and the Indiana state teachers' retirement fund, lower courts held that the fact that women as a group outlive men doesn't justify giving them lower benefits or charging them higher retirement plan contribution rates.

Bank Reform Proposals Get Union Support

The AFL-CIO has endorsed most of the provisions of a banking reform bill designed to minimize conflicts of interest and protect depositors.

Urban Affairs Director Henry B. Schechter told a House Banking subcommittee that there is a need for the tighter federal regulation called for in legislation sponsored by Rep. Fernand J. St Germain (D-R.I.).

One section of the bill would require federal supervisory agencies to pass on the character, experience and source of funds of anyone seeking a controlling interest in a financial institution.

Other sections would empower federal regulatory agencies to bar loans to insiders, and prohibit officials of regulatory agencies for two years after leaving office from taking a position with an institution they regulated.

Schechter, who was joined at the witness table by AFL-CIO Research Director Rudy Oswald, also backed a provision that would extend federal supervision of foreign operations of American banks to state-chartered institutions that now are exempt.

Graphic Arts Union Gets Training Pact

The Graphic Arts Union will train and upgrade an additional 100 women in "non-traditional" jobs in the printing industry, for occupations once considered open only to men.

The program is funded by a $250,650 contract renewal from the Labor Dept., and will be carried out by local unions in 23 areas.

Under a previous contract, 95 women were placed in jobs through the program and 25 were upgraded.

Appeal to Carter:

New Trade Policies Sought to Save Jobs

Four union leaders have urged President Carter "to dismiss any remaining reluctance to reform foreign trade policies and laws" in an effort to save the jobs "of large numbers of workers in threatened industries."

The appeal came in a letter to Carter from Sec.-Treas. Jacob Clayman of the AFL-CIO Industrial Union Dept., President David Fitzmaurice of the Electrical, Radio & Machine Workers, President George M. Parker of the Flint Glass Workers, and President Charles H. Pillard of the International Brotherhood of Electrical Workers.

The letter, written in the wake of Zenith Radio Corporation's announced layoff of 5,600 television and stereo production workers, expressed serious concern "about the future of the manufacturing industries of America" under the impact of cheaply-produced imports.

The four union leaders cited figures indicating a drop of approximately one million manufacturing jobs between 1974 and 1976, blaming "an important portion of these layoffs" on the "great flood of foreign imports."

They advocate renewed government action and enforcement of already-existing laws to remedy "America's appalling lack of defense against" imports whose production is based on low wages and whose nations of origin put up complex barriers to the import of American-made products.

The letter cited estimates of layoffs caused by unfair imports in recent years. The hardest-hit sectors were electronics and electronic machinery, 150,000 jobs; textiles and apparel, 300,000; shoes, 70,000; and primary metals, 100,000.

Meanwhile, the labor-industry coalition attempting to save the domestic market for American-made color television receivers charged that an "unrealistic U.S. government policy and Japanese trade barriers both contributed to the elimination of 5,600 American jobs at Zenith Radio Corp. facilities."

COMPACT, the Committee to Preserve American Color Television, noted in its statement that Zenith's board chairman has testified that the company had tried three times to penetrate the Japanese market but was rebuffed "by interminable delays, the labyrinth of red tape" and other trade barriers.

Clayman and Allen W. Dawson, an executive vice president of Corning Glass Works, jointly issued a statement as co-chairmen of COMPACT which said "Japan's ultra-protectionism coupled with the refusal of our government to properly implement our anti-dumping and countervailing duty laws led to the job crisis in America's color television industry."

Chamberlain Gets Rail Board Post

Charles J. Chamberlain, president of the Railroad Signalmen, has been named labor member of the Railroad Retirement Board by President Carter.

Chamberlain, whose nomination must be confirmed by the Senate, would fill the spot left vacant by Neil Speirs, who retired on July 31.

Chamberlain is also chairman of the Railway Labor Executives' Association, and was unanimously recommended by the RLEA for appointment to the three-member board.

Earl Oliver fills the board's management position. The public seat has been vacant since Sept. 30 when James L. Cowen left the panel to join a consulting actuarial firm.

Senate Panel Modifies Forced Retirement Bill

The Senate Human Resources Committee has approved curbs on mandatory retirement that are similar, but not identical, to the bill that passed the House.

Both measures would amend the Age Discrimination in Employment Act, which generally bars mandatory retirement at any age below 65. The coverage—and the curb on forced retirement—would be raised to age 70.

The House-passed bill would take effect six months after enactment but the Senate measure would not apply until Jan. 1, 1979. The later effective date was urged by President Carter to allow more time to plan the transition.

Where a mandatory retirement age under 70 has been set by a union-negotiated pension plan, both bills would allow a longer transition. The law would not apply until the expiration of the contract or two years, whichever period is shorter.

The Senate committee also voted to exclude school teachers and tenured college professors. This would allow schools and colleges to require persons over 65 to retire. The argument made in committee was that otherwise there would be insufficient turnover to provide jobs for "a new generation of scholars."

Also exempted by the Senate panel were executives who receive private pensions—excluding social security—of more than $20,000.

Both the House and the Senate would allow occupational exemptions where age is generally acknowledged as a factor in job performance.

The House bill would have prohibited mandatory retirement at any set age in the federal civil service, except in specified high hazard jobs. The mandatory retirement age for most federal workers is now 70.

By contrast, the Senate bill does not change the federal civil service retirement rules.

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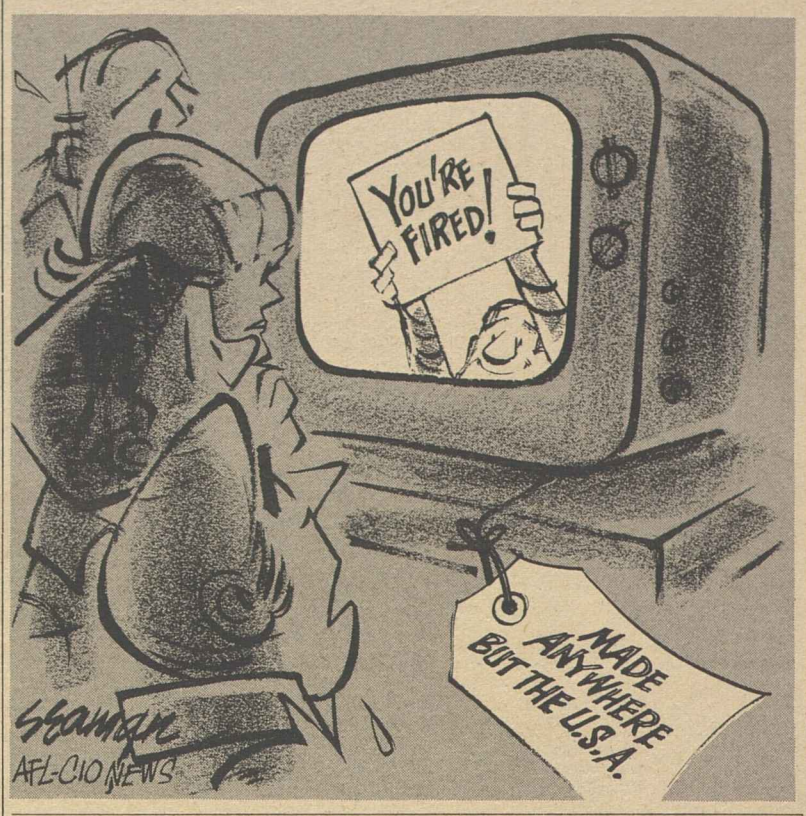
LL-8-01

Audience Participation



Senate Votes to Scrap Natural Gas Controls

The Senate bowed to the demands of natural gas producers for an end to federal price regulation, and a House-Senate conference committee will face the task of reconciling two sharply-differing bills.

A coalition of Republicans and oil state Democrats won a key 50-46 vote that scrapped a compromise acceptable to the Administration in favor of a formula for a big immediate price rise and an early timetable for deregulation.

The AFL-CIO had warned that deregulation would have "a devastating inflationary impact on the national economy and consumers." And President Carter blasted the Senate-passed bill as "unacceptable" and "an injustice to the working people of this country."

"New" natural gas is now sold in interstate commerce at a ceiling price of $1.46 per 1,000 cubic feet—a level geared to return a healthy profit on producer costs and investment.

The House-passed Administration bill would raise the ceiling to $1.75 but extend it to gas sold within the state where it is produced, which is now uncontrolled. The higher price producers can get for intrastate gas has been blamed for shortages in other parts of the nation.

Under the Senate-passed plan, the ceiling price for "new" gas from land wells would jump immediately to $2.48, with no limit on intrastate prices, and controls would be ended in two years. Offshore production would carry a $2.03 price ceiling and a five-year decontrol schedule.

A spokesman for gas producers, who have been arguing that higher prices are needed as an incentive for more drilling and exploration, termed the Senate bill "a giant step."

The vote came after a frequently bitter two week debate in which Senators James Abourezk (D-S.D.) and Howard M. Metzenbaum (D-Ohio) led a filibuster to stave off a vote.

While the Senate did invoke cloture at one point, it applied only to an amendment under consideration and the filibuster leaders had scores of other amendments to offer. In the end, the Administration went along with the insistence of Senate Majority Leader Robert C. Byrd that the bill be brought to a final vote, and a parliamentary ruling by the Vice President helped end the filibuster.

Most Democrats were prepared to support a compromise by Sen. Henry M. Jackson, but Senate procedure allowed a vote first on the industry-supported plan introduced by Senators Lloyd M. Bentsen (D-Tex.) and James B. Pearson (R-Kan.).

In other congressional developments:

- The House Ways & Means Committee voted to scuttle a labor-backed Administration plan to strengthen the social security financing system and instead approved a higher payroll tax rate for both workers and their employers. It also voted to require federal, state and local government employees to be under the system by 1982.

The Administration formula would have provided some general revenue funds for the social security program during periods of high unemployment and would have taxed employers on the full amount of their payroll, while retaining a limit on the taxation of workers' pay.

While some state and local employees are already under social security, the federal government has its own contributory retirement plan. Unions of Federal and postal workers have opposed a merger.

- A House subcommittee approved legislation that would again make the postmaster general a presidential appointee, abolish the governing board that presently appoints the postmaster general, increase the federal subsidy for postal services, give Congress a veto over any postal rate increases and require congressional approval before service can be cut back.

The legislation, backed by postal unions and sponsored by Subcommittee Chairman James M. Hanley (D-N.Y.), now goes to the full Post Office & Civil Service Committee.

- The House gave final approval to a Senate-passed bill to continue the Council on Wage & Price Stability an additional two years, clearing the measure for the President's signature.

The bill makes only minor changes in the so-called "watchdog" mission of the agency. The AFL-CIO Executive Council had urged that the agency be scrapped, charging that its main activity has been to attack union-won wage increases.

Meany Warns Of 'Imposed' Mideast Pact

(Continued from Page 1)

recognize their right to exist."

He added, "I just can't see an imposed settlement by the U.S. or by the U.S. and the Soviet Union combined. If there is going to be peace in the Middle East, it has to come from a meeting of minds of the various people involved. . . ."

The AFL-CIO president said that the United States has an "interest in the maintenance of a democracy in that area of the Mediterranean (Middle East)" and that U.S. security would be weakened "if the Israelis went down the drain."

He reaffirmed his feeling that American presidents should not approach the Israelis "with a closed fist and say you must do this or that. . . . I don't think this is the way to peace in the Middle East . . . and I am very, very much opposed to it."

Meany told the panel also that President Carter's stand on human rights is "very courageous" but that lately with the praise for Castro and the announced trip to countries where "there's no such thing as a vestiage of human rights," there is some confusion and a possible muting of the original position.

On trade and rising imports that are taking the jobs of American workers, Meany said he would like to see more orderly marketing agreements and limitations on foreign countries' share of the U.S. market.

On unemployment and lack of job opportunities he said that while the Administration is acting, it is not meeting the long-term problem.

New Training Pact Awarded to IUE

The Electrical, Radio & Machine Workers will provide on-the-job training for 500 jobless or underemployed persons in a dozen states under a half-million-dollar Labor Dept. grant.

Assistant Sec. of Labor Ernest G. Green said the union will train workers for both entry-level and advanced jobs in electronics, electrical and allied manufacturing industries. The contract is funded under the Comprehensive Employment & Training Act, administered by the department's Employment & Training Administration.

The trainees will be chosen from the economically disadvantaged, minority groups, Vietnam veterans and women. IUE has trained 6,600 workers under similar contracts since 1966.

Wholesale Prices Take Sharp Upturn

Wholesale prices rose five-tenths of one percent in September, the largest increase since April and a reflection of a prospective end to the large dip in food prices.

Of prime concern was the rise of eight-tenths of one percent in the industrial commodities index, the largest jump in that category since October 1976.

Prices paid to farmers for their products continued to fall for the fifth consecutive month. But the dip of two-tenths of one percent was considerably less than the 4.3 percent drop recorded for August.

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Higher Minimum Wage Set As Senate Strengthens Bill

Joblessness Stuck at 7% Since April

By James M. Shevis

Joblessness in America remains essentially unchanged despite a slight drop from 7.1 to 6.9 percent in the official unemployment rate in September.

In its monthly report on the employment situation, the Bureau of Labor Statistics noted that overall joblessness has hovered at about 7 percent since April. Unemployment's continuing grip on the economy lent added impetus to labor's call for rapid economic expansion and congressional passage of the Humphrey-Hawkins Full Employment bill.

The jobless rate has alternated at either 6.9 or 7.1 percent for five consecutive months, and has yet to stay below 7 percent for two months in succession. The rate is only half a percentage point lower than a year ago.

The BLS figure does not reflect the real level of hardship in the country since it does not take into consideration the number of persons too discouraged to look for work. The AFL-CIO counts these "hidden unemployed," as well as one-half the number of workers employed part-time "for economic reasons," in measuring true unemployment. According to the federation's method of reckoning, unemployment stands at 9.8 percent.

While September's jobs picture was not without its bright spots, it contained several disturbing features. Perhaps the most disconcerting aspect remained the disparity in job opportunities for blacks and whites. The unemployment rate

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PANAMA CANAL TREATIES are in the best interests of the United States and should be approved, AFL-CIO Sec.-Treas. Lane Kirkland urged at Senate ratification hearings. With him are AFL-CIO Legislative Director Andrew J. Biemiller, left, and Inter-American Representative Andrew McLellan, right.

AFL-CIO Testifies:

U.S. Stands to Gain From Canal Treaty

The AFL-CIO reaffirmed its support of the recently negotiated Panama Canal treaties, contending that the United States has more to gain than lose by their approval.

Sec.-Treas. Lane Kirkland, in a statement presented on AFL-CIO President George Meany's behalf before the Senate Foreign Relations Committee, said he had been assured by President Carter, the Secretaries of Defense and State, and the Joint Chiefs of Staff that "there is no serious risk, as a consequence of these treaties, that American vessels, commercial or military, will ever be deprived of full access" to the passageway between the Atlantic and Pacific oceans.

"The continued assertion of sovereignty, for no definable further reason, over a narrow strip of land inside and dividing the territory of another country would not, in the modern world, be an asset but could, on the other hand, be a liability," Kirkland declared.

The AFL-CIO statement noted that the federation's interest in the treaties stemmed from a concern for both the country's security and the welfare of thousands of trade unionists employed in the Canal Zone.

The statement also cited the AFL-CIO Executive Council's unanimous position on the treaties, adopted at its August meeting, asserting that "these new instruments constitute a just and enduring basis for harmony in the Western Hemisphere."

The council said then that its analysis of the two treaties showed that they would guarantee the permanent neutrality of the canal and its defense and operation through the year 2000, and would assure the job security and rights of workers in the Canal Zone, both American and Panamanian.

(Continued on Page 8)

Conferees to Act On Final Version

By David L. Perlman

The Senate passed a labor-supported minimum wage bill virtually intact and a House-Senate conference committee is racing the calendar in an effort to complete final action before Congress adjourns for the year.

If the deadline is met, the minimum wage will rise from the present $2.30 an hour to $2.65 on Jan. 1, 1978. That's the first-step increase in both the Senate and House-passed bills.

Thereafter, the four-step Senate bill would raise the wage floor by 25 cents a year to reach $3.40 on Jan. 1, 1981. The House-passed version would take it to only $2.85 in the second year and to a final step of $3.05 on Jan. 1, 1980.

As did the House, the Senate rejected a subminimum youth wage that would have made it profitable for employers to replace adult workers with teenagers.

It did agree to exempt some presently covered jobs by a gradual rise in the volume of business test that determines which retail and service establishments must pay the minimum wage. But the cutback in coverage is much less drastic than the House approved.

Overall, AFL-CIO President George Meany said, the Senate bill is "a significant improvement over the House version."

Its enactment will raise the standard of living for America's lowest-paid workers, "particularly minorities and women," Meany declared.

He said the entire country will share in the benefits as the added purchasing power percolates through the economy, "creating new jobs through the private sector."

The bill passed the Senate by

(Continued on Page 3)

Health Care Cost Curbs Proposed

A joint labor-management panel urged a set of reforms to combat skyrocketing health care costs—among them the elimination of requirements that patients be hospitalized to qualify for medical insurance coverage.

The Labor-Management Group, an informal body of eight labor and eight management representatives, also advised that hospitals should be reimbursed by third parties on the basis of fixed rate schedules rather than through adding a profit margin to the cost of the service.

Labor members of the group include AFL-CIO President George Meany, Sec.-Treas. Lane Kirkland, and AFL-CIO Vice-Presidents Paul Hall of the Seafarers, Murray H. Finley of the Clothing & Textile Workers, Martin J. Ward of the Plumbers & Pipe Fitters, and Lloyd McBride of the Steelworkers.

Auto Workers President Douglas Fraser and Teamsters President Frank E. Fitzsimmons are the other two labor members of the panel, which is co-chaired by

(Continued on Page 8)

Labor Law Reform Advances in Senate

The momentum of House passage of the labor law reform bill has given a strong push to companion legislation in the Senate.

Senate sponsors are aiming for floor action relatively early in the 1978 session of Congress. To keep to this timetable, a Senate subcommittee is prepared to continue hearings after the close of this year's session. With public hearings concluded, the panel would be able to start marking up a bill soon after the second session gets under way in January.

Subcommittee hearings have been scheduled for Oct. 31, Nov. 4 and Nov. 7, with the dates subject to change if Congress stays in session later than anticipated. The subcommittee is headed by Sen. Harrison A. Williams, Jr. (D-N.J.), who is also chairman of the parent Human Resources Committee and a chief sponsor of the bill.

The same anti-union coalition that tried unsuccessfully to gut the bill with amendments on the House floor will be shifting its operations to the Senate.

(Continued on Page 3)

Steel Union Asks Pact To Bar Unfair Trade

By James Kaplan

The Steelworkers called on the Carter Administration to negotiate an agreement that would correct the unfair advantage foreign steel producers enjoy in the American market.

USWA President Lloyd McBride warned that the alternative to the drawing up of an orderly marketing agreement is eventual dependence on foreign steel imports and the "serious decline of the American steel industry with enormous economic and employment consequences."

The Steelworkers president called for "emergency actions" on steel imports at a press conference following a meeting in Washington of the union's top officers and 16 district directors whose areas contain basic steel production facilities.

McBride pointed out that union and management representatives are not asking for "protectionism" but for "trade rules under which all steel producing nations, including our own, can compete with one another equitably."

(Continued on Page 8)

CIVIL RIGHTS COMMITTEE of the AFL-CIO is briefed on government efforts to curb job discrimination. Addressing the panel were Eleanor Holmes Norton, chairman of the Equal Employment Opportunity Commission, and Weldon Rougeau, executive director of the Labor Dept.'s Federal Contract Compliance program. Sitting in on the session were civil rights and women's rights representatives of AFL-CIO affiliates.

Aid to Poor Families:

Food Stamp Reform Ends Dollar Barrier

The food stamp reforms that President Carter signed into law will reduce the number of persons eligible for benefits but almost certainly will increase the number actually receiving them.

When the changes go into effect, low-income households will be able to get food stamps without having to come up with a lump-sum cash payment each month. At present they must buy an allotment of food stamps, keyed to income and famliy size, before getting a "bonus" of free stamps.

This monthly purchase requirement, difficult for many poor families to budget, has been a roadblock to participation in the food stamp program.

The expected increase in enrollment — about 1 million household units by Agriculture Dept. estimate—will be partly offset by other changes in the bill. Thus a tighter limit on maximum income will drop some 1.3 million persons from the rolls —in one-third that number of households.

An additional saving will come from eliminating the cumbersome and fraud-marred procedure for selling food stamps in 15,000 locations throughout the country, ranging from banks to corner stores.

There is no firm timetable for the changeover. The Agriculture Dept. estimates it will take about six months to get regulations drafted, approved and implemented by the states.

Food stamp eligibility is limited to households whose income, after certain deductions, is below the government's poverty line.

Instead of the many itemized deductions allowed under present law, households will be allowed a basic $60 a month deduction from income plus an amount equal to 20 percent of earnings. However, an additional deduction should be given to families whose housing costs amount to more than half of income or where a wage-earner must pay for the care of a dependent.

A family with little or no income would receive free food stamps equal to the cost of the Agriculture Dept.'s "thrifty food plan."

The higher its income, the less the value of the stamps the family would receive. The formula is the monthly food budget reduced by an amount equal to 30 percent of the household's net income.

As at present, strikers can receive benefits if they and their famities meet the same test of need and assets applied to everyone else.

An innovation in the program will allow households with a person over 60 or a member who is handicapped to use food stamps to pay for hot meals at senior citizen centers or similar facilities and for homebound programs such as meals-on-wheels.

The legislation does require the Agriculture Dept. to set up 14 experimental "workfare" programs in which able-bodied family heads would be required to offset the cost of their food stamps by working at public service jobs, credited at the minimum wage. The AFL-CIO had opposed this concept.

On the plus side, the legislation permits the states to mount campaigns to inform low-income families of the food stamp program and to provide nutritional information in easy-to-understand material.

The legislation extended the program for a four-year period but set spending limits that could turn out to be inadequate if either unemployment or living costs rise substantially. Under the law, the Secretary of Agriculture would be required to cut benefits to stay within the appropriations ceiling.

Overall, however, supporters of the food stamp program consider the new legislation a plus. It closes some loopholes that allowed a few publicized cases of relatively affluent food stamp recipients. And it imposes stiff penalties for fraud, both measures that should improve the public's perception of the program.

The same reforms that will make it easier for low-income households to participate in the program will also reduce the administrative costs of the program. Thus, eliminating the purchase requirement will save the government an estimated $25 million to $50 million a year.

Illinois Labor Sparks Reform Bill Vote Drive

Peoria, Ill.—"Win Votes for Labor Law Reform" became the informal theme of the 20th annual Illinois AFL-CIO convention as speakers repeatedly called for passage of the legislation and the 2,100 delegates approved three resolutions pressing the drive to gain support in Congress.

Sen. Charles H. Percy (R-Ill.), a major speaker at the convention, endorsed proposals to speed up the National Labor Relations Board's election procedures but stopped short of supporting the Carter Administration's specific proposals. Percy added remarks on labor law reform to his prepared address after a luncheon meeting with the State AFL-CIO executive board.

He also backed the four-step increase in the minimum wage that passed the Senate with support from the AFL-CIO.

Stanley L. Johnson, president of the state federation, called on affiliates to get behind the AFL-CIO's campaigns for labor law reform and the National Health Security bill after reviewing labor's legislative battles in the Illinois General Assembly.

Johnson lashed out at state Republican legislators for failing to support labor's bills in Springfield. He said labor has received no help at all from GOP state senators and that the number of Republican representatives who have been helpful has dwindled from 25 to 10.

Gov. James Thompson, in an address to the delegates, called the impending loss of 2,100 Zenith Radio Corp. jobs a serious blow to the Chicago area and promised to step up efforts to attract new industry to Illinois. Thompson said roadbuilding is critical to the development of new jobs in that it creates employment immediately and the improved transportation spurs economic development.

Other speakers included Illinois Atty. Gen. William Scott and Sec.-Treas. Earl McDavid of the AFL-CIO Union Label & Service Trades Dept.

The convention adopted resolutions supporting the national AFL-CIO's positions on legislation, foreign policy and the economy.

Delegates voted to continue to press for passage of a state public employee collective bargaining law. Labor's bill was passed by the House in Springfield but is bogged down in the Senate, although still technically alive. The convention also called passage of the Equal Rights Amendment a priority for 1978.

IAM Strike Expanded to Lockheed

Burbank, Calif.—The Machinists widened their strike against the aerospace industry as some 15,000 members walked off the job at the Lockheed Corp.'s plants here and at two other California locations.

The California strike, which began on Oct. 10, was the second called by the union against a major aerospace company in its current bargaining round with the industry. Six days earlier, 28,000 IAM members struck the giant Boeing Co., the nation's largest aircraft maker, in a contract dispute similar to that with Lockheed.

At both companies, the major issues are wages, pensions, medical coverage and job security. The strikes were called after talks broke down and the old contracts expired. Workers at both firms voted overwhelmingly to sanction the walkouts.

Although no negotiations were scheduled between the union and Lockheed management, a federal mediator arranged for a resumption of the Boeing talks on Oct. 13. The outcome of these negotiations could influence later contracts for thousands of other workers at other aerospace companies.

The Lockheed strike sharply curtailed work schedules at the firm's Burbank and Palmdale facilities, which produce the L-1011 jumbo jet and S3A Viking antisubmarine aircraft, and at its Sunnyvale plant where underwater-launched missiles are produced for the Navy.

IAM members at Lockheed's Marietta, Ga., facility stayed on the job after voting not to strike immediately but to take another crack at the bargaining table.

In Seattle, where Boeing is based, negotiators for the Machinists sought to hammer out a contract to replace the three-year pact that expired on Oct. 3. IAM rejected the company's last offer as totally inadequate. The Boeing walkout involves workers in four states, most of them employed at the company's facilities in Seattle and in Portland, Ore.

Meanwhile, the union continued to negotiate at the southern California plants of McDonnell Douglas and Rockwell International. The Machinists represent some 175,000 aerospace workers with contracts expiring this fall and early next year.

Rail Union Assails Plan To Cut Redcap Service

The Railway & Airline Clerks denounced an Amtrak proposal to eliminate most redcap service on its northeast route as "a shabby perversion of business practice at the expense of the traveling public, the American taxpayer, and its own lowest-paid employees, most of whom are black."

The decision, announced early in September, is pending the outcome of court action brought against Amtrak by BRAC and the Interstate Commerce Commission. The ICC contends the layoff of 57 of the 80 redcaps now serving Washington, Philadelphia, New York and Boston in the northeast corridor would further discourage use of trains and be detrimental to the public interest.

BRAC President Fred J. Kroll said that he wired Amtrak, the Justice Dept., and the Dept. of Transportation asking that the union be advised of any discussions slated to resolve the issue and requesting an opportunity to take part in the talks.

Al Archual, the union's general chairman for ConRail, said that the ICC clearly has stated that reducing redcap service would violate various federal laws and regulations requiring the maintenance of decent service, especially regarding the handicapped.

"This reduction in redcap service will result in an added burden on the American taxpayer," Archual declared. Kroll and Archual said the union will take "the strongest possible action" to preserve the men's jobs.

The redcaps became members of BRAC with the merger several years ago of their old union, the United Transportation Service Employees.

Laborers, California U. Set Bargaining Policy

Berkeley, Calif.—The Laborers reached an agreement with the University of California establishing new guidelines for labor relations policy affecting LIU members at the Livermore atomic laboratory and other workers throughout the university system.

The LIU reported that the university agreed to:

- The use of the state conciliation service to mediate labor-management disputes.
- Binding arbitration to settle grievances.
- Written execution of all agreements with the labor organization.

The agreement stems from discussions to resolve differences in the representation of about 600 LIU members at Livermore Laboratory, a federally owned and financed atomic production facility that the university manages for the Energy Research & Development Administration (ERDA).

LIU Legislative Director Jack Curran, who with Legal Counsel Robert Connerton concluded the agreement, said that the Livermore employees sorely lacked needed protection.

Because of the university's unique status under the California constitution, Curran pointed out that the laboratory personnel are not covered either by federal or state labor relation laws.

Curran credited Sen. Alan Cranston and Rep. Fortney H. Stark for assistance in bringing about the accord. The two California Democrats introduced an amendment in Congress to an ERDA funding bill directing the university to bargain with unions representing university employees. The amendment, adopted by the Senate, also provided for an impartial grievance mechanism and binding arbitration.

The Laborers represent security guards, warehouse workers and production employees at the Livermore facility.

Conference Under Way:

Higher Minimum Wage Set As Senate Strengthens Bill

(Continued from Page 1)

a 63-25 vote. And from a political standpoint, the Senate's minimum wage action was as impressive as the House passage of labor law reform that same week.

Both bills were supported by similar coalitions of unions, civil rights organizations, religious leaders, women's rights groups and an array of public interest organizations.

Both were actively fought by the leading employer organizations and their conservative coalition allies in Congress.

On the minimum wage bill, the Senate followed the bipartisan lead of Senators Harrison A. Williams, Jr. (D-N.J.) and Jacob K. Javits (R-N.Y.). Williams is chairman of the Senate Human Resources Committee and Javits is its senior Republican member.

The original Administration bill would have indexed future increases in the minimum wage to 53 percent of average factory pay. But after the House rejected the indexing concept, Williams agreed with Javits on the four-step rise to $3.40 an hour. That would bring the minimum wage over the next four years to about the same level government economists predicted it would reach under an indexing formula. But any further increase would require congressional action.

The new formula was supported by the Administration and the AFL-CIO—and by a decisive majority of the Senate.

Sen. John Tower (R-Tex.) was beaten, 60-32, when he tried to substitute the lesser increases of the House-passed bill. An attempt to drop the fourth year of the Williams-Javits formula lost by a similar margin.

The most heavily lobbied issue was the youth subminimum, a perennial effort by employers to establish a two-tier minimum wage. In Republican administrations, the concept has been supported by the White House. But this year both President Carter and Labor Sec. Ray Marshall spoke out strongly against it.

In the House, a subminimum youth amendment was beaten only by a single vote—with the help of Speaker Thomas P. O'Neill, Jr. (D-Mass.) who normally does not vote but did so to break a tie.

But the margins were less close in the Senate. The votes rejecting various subminimum proposals ranged from the 74-23 defeat of a total exclusion of persons under 20 from the wage-hour law to the 49-44 rejection of a milder plan to allow payment of 85 percent of the minimum wage to teenagers for the first six months of their employment, with penalties against employers who replace older workers with youth.

The Senate did approve simplified procedures for employers to hire full-time students for part-time jobs at 85 percent of the minimum wage. Present law allows this, but employers have complained that the procedure for certification is overly complicated.

At the other extreme, Sen. William Scott (R-Va.) proposed a subminimum wage for older workers—those over 67 years of age. His amendment, attacked by the National Council of Senior Citizens, was beaten, 77-14.

There was a battle over amending the section of present law that exempts from coverage retail and service establishments with gross sales of less than $250,000 a year.

When the volume of business test was dropped from $1 million to $250,000 in 1966, the congressional intent was to exempt only the so-called "ma and pa" stores.

But the House, with little debate, approved an amendment exempting establishments with less than $500,000 a year in sales volume. Its effect would be to remove from coverage an estimated 3.8 million workers.

The Senate rejected the House formula on a 51-38 tabling motion. It then agreed to a compromise that would raise the $250,000 test to $275,000 next July and to $325,000 two years later.

The increase in the Senate bill acknowledges that inflation has affected the original exemption amount. But even those workers who would be dropped from coverage would benefit from the minimum wage increases that would take effect before the higher exemption became applicable. Their employers could theoretically cut their pay back. But it would be unlikely.

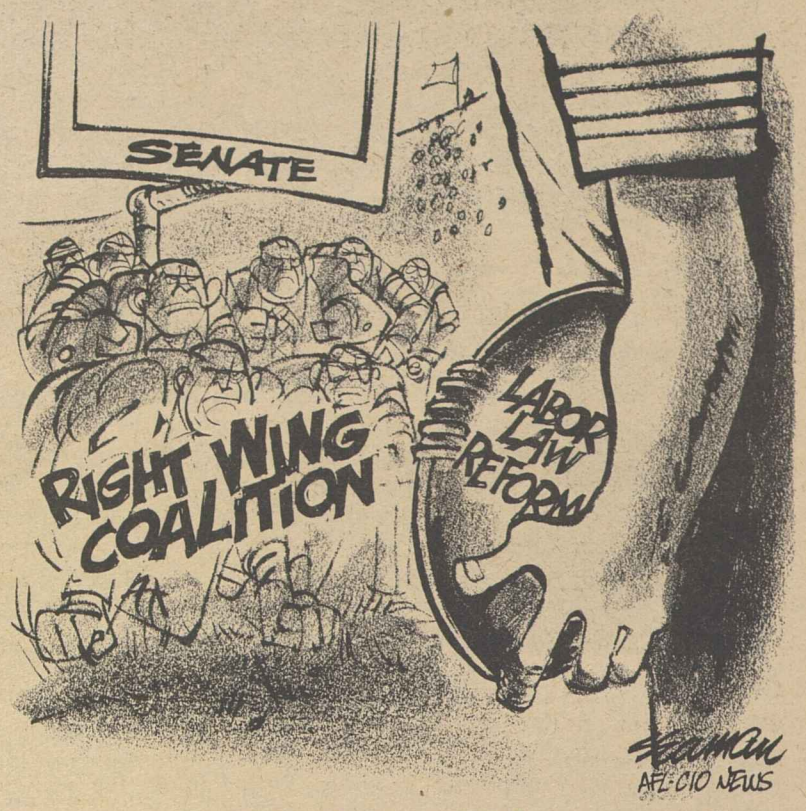
Another item for House-Senate conferees to resolve is the portion of the minimum wage that an employer must pay to workers who receive tips from customers.

Present law allows an employer to pay only 50 percent of the minimum wage to a worker who receives enough tips to make up the difference. The House, bowing to heavy lobbying from restaurant and hotel owners, refused to change the formula. The Administration, too, was opposed.

The Senate adopted a compromise that would reduce the tip credit by 5 percent a year until it drops to 30 percent. Thus, from 1981 on, an employer would have to pay at least 70 percent of the minimum wage to tipped workers.

Another Senate compromise lessened the impact of a House vote to allow children as young as 10 to work in certain hand-harvest jobs within commuting distance of their homes. The present age limit is 12. The Senate added an assortment of safeguards to be administered by the Labor Dept.

Goal to Go!



Senate Drive Planned On Labor Law Reform

(Continued from Page 1)

The National Action Committee, made up of the groups that banded together earlier this year to kill the construction site picketing bill, issued a statement denouncing the "startling speed" with which the House approved the labor law reform bill.

In fact, the bill was debated for three days on the House floor and public hearings were held throughout the summer.

But to the employer coalition, the House action marked "the most outrageous demonstration of unchecked union power ever witnessed on Capitol Hill."

But an Indiana congressman had a different explanation. Rep. David Cornwell (D-Ind.) was quoted in a news magazine as impressed with the back-home mail he had received in support of labor law reform.

"For once," he said, "I heard more from individual union members than from their leaders."

Furthermore business interests haven't said why they are opposed to the bill, "only that it is lousy." But "labor is telling me exactly why they want it," Cornwell said.

In other congressional developments:

- Congress put aside a dispute over curbs on federal welfare payments for abortions long enough to pass temporary legislation that would allow 150,000 federal workers to get full paychecks.

Paycheck authority and funds to operate the Labor Dept., the Dept. of Health, Education & Welfare, the District of Columbia government and several other agencies expired with the end of the fiscal year on Oct. 1.

Government Employees President Kenneth T. Blaylock urged members of the deadlocked House-Senate conference committee not to hold paychecks due federal workers as "hostage" in the dispute.

In time to avoid payless paydays —but just barely—the House and Senate rushed through a stopgap funding resolution for the balance of October.

- A move is under way to get Congress to extend for two more years the time limit for ratification of the Equal Rights Amendment to the Constitution. Thus far, 35 states have ratified the amendment which would bar any legal discrimination because of sex. But that's three short of the required three-fourths approval.

Under the seven-year time limit set by Congress, the present deadline is Mar. 22, 1979.

Rep. Don Edwards (D-Calif.), chairman of the House Judiciary Subcommittee on Civil & Constitutional Rights, announced plans for hearings on an extension.

Miller Elected President Of Florida Federation

Bal Harbour, Fla.—The 350 delegates to the Florida AFL-CIO convention here elected Daniel J. Miller, Jr., as their new president.

Miller, 34, is president of Local 728 of the International Brotherhood of Electrical Workers in Fort Lauderdale. He succeeds Charlie Harris, who did not seek re-election to the post he had held since 1963.

First Vice President Art Hallgren and Sec.-Treas. William E. Allen were re-elected. Harris said he will enter the consulting and public relations field.

In other action, the convention went on record favoring amendments to the Florida constitution—now being studied by a constitutional review commission—that would eliminate the prohibition against public employee strikes, abolish the state's so-called right-to-work constitutional provision, continue the independent election of state cabinet members and public service commission officers.

The delegates also endorsed casino gambling in Florida, called for agency shop legislation, and opposed single-member legislative districts.

Assistant Labor Sec. Francis X. Burkhardt told the convention that the Labor Dept. is committed to improving the collective bargaining climate in the nation. He also expressed the Administration's opposition to wage and price controls.

Miller pledged to expand the organization's legislative program to encompass broad social issues of interest to all working people while re-emphasizing the need for new and vigorous drives to organize Florida's non-union workers.

The new State AFL-CIO president also said that the federation has made great strides over the years in improving both workers' and unemployment compensation laws in the state. While the state labor body will continue to work for further improvements in these laws, Miller said, it will devote greater attention to general issues such as health care, auto liability insurance, housing, and other programs.

Hogan Appointed Regional Director

Charles C. Hogan has been appointed by AFL-CIO President George Meany as director of the federation's Region VI, succeeding William L. Gilbert, who retired on Oct. 1.

Hogan, 58, formerly served as an AFL-CIO field representative in the western states under Gilbert's direction. Region VI comprises California, Arizona, Idaho, Nevada, Oregon, Utah, Washington, Alaska, and Hawaii.

Hogan's service with the federation dates back to 1963. He is a former coordinator of the Los Angeles-Orange County Organizing Committee.

Federal Survey Finds Rise in Overtime Work

Workers put in more hours on the job during the past year, with employees under union contracts far more likely than other workers to receive overtime pay for working extra hours, the Bureau of Labor Statistics reported.

About 18.2 million wage and salary employees worked longer than the standard 40-hour week during the month of May, an increase of 1.5 million, or 9 percent, from the year earlier, BLS said. The longer weeks were worked by persons in both goods-producing and service industries.

Workers putting in more than 40 hours weekly comprised 27.4 percent of all full-time wage and salary employees, up from 25.8 percent in May 1976. Men were more than twice as likely as women, and whites were more likely than blacks, to have worked over 40 hours in a week, BLS said.

Forty-two percent of the workers putting in long hours last May said they received some type of premium pay, up from 39.7 percent in May 1976. Among nonfarm occupations, the proportion receiving overtime pay ranged from 83.5 percent for factory workers to 12.1 percent for managers and administrators.

The longer the hours and the more routine long hours were, the less likely it was that the workers received overtime pay for their efforts, BLS observed.

"Employees who reported that they only occasionally worked more than 40 hours a week were twice as likely to be paid a premium for their overtime as those who usually worked more hours," BLS said. "Likewise, workers employed under a union contract were twice as likely to receive premium pay for long hours as other workers."

Blue-collar workers, who are more likely to be unionized or covered by Fair Labor Standards Act overtime provisions, were almost three times as likely as white-collar workers to receive overtime pay for working extra hours, BLS said.

Fanning Named to New NLRB Term

President Carter has nominated the National Labor Relations Board's senior member, Chairman John H. Fanning, for a fifth five-year term.

Fanning, a Democrat, has already served almost half the agency's 42-year history. If confirmed by the Senate, he would serve through Dec. 16, 1982.

Fanning, a native of Putnam, Conn., was designated NLRB chairman by Carter in April. He is the first person named to the board by Presidents of both political parties.

The board's newest member, John C. Truesdale, meanwhile, received Senate confirmation of his nomination to succeed Peter D. Walther's term, which expires on Aug. 27, 1980.

Stagnant Unemployment

THE OVERWHELMING FACT that emerges from the government's latest unemployment figures is that the misery continues without change or letup.

The change from 7.1 percent to 6.9 percent is relatively meaningless. The rate was 6.9 in May, moved to 7.1 in June, back to 6.9 in July, to 7.1 in August and back again to 6.9 in September. This is stagnation in terms of a meaningful drop in joblessness.

Those are the government figures. The AFL-CIO's measure of true unemployment—including those too discouraged to even look for work and those employed only part time—was 9.8 percent, unchanged from August.

Taking a longer look, unemployment has receded gradually from the 9 percent level of May 1975 to 7.3 percent in May 1976 to the 6.9 percent in May 1977. But since the early months of 1977 it has remained in a narrow band, reflecting the lack of economic growth and stimulation by the Administration necessary to continue the decline in joblessness.

An analysis of government figures shows that employment has grown by 2.9 million in the past year but because of the continued growth in the labor force substantial unemployment continues. Not enough new jobs are being generated to absorb the new jobseekers.

The outlook for the next 12 months is for continued increase in that sector of the population 16 years and older with a resulting growth in the labor force of an estimated 2.1 million. If economic growth continues at a 4 percent rate, the unemployment rate would continue unchanged and static despite an increase in employment.

UNEMPLOYMENT TODAY is especially severe among blacks and young workers. While the rates for these groups draw wide attention—as they should—the fact remains that seven of eight unemployed persons are adults.

In the four years from August 1973 to August 1977 unemployment has worsened substantially for all groups, but the rate for men over 20 has moved from 3.1 percent to 5.2 percent, an increase of 68 percent. The rate for household heads has climbed from 2.8 to 4.6 percent, an increase of 64 percent.

The goods producing sector of the economy, with the exception of mining, is still below the level of three years ago.

Employment in the service and retail trade areas has been expanding most rapidly in the private sector and state and local governments have registered the largest gains in the public employment sector.

Geographically the sun-belt states have been expanding employment faster than the rest of the nation. New York in particular has suffered substantial decreases in employment, down 380,000 in the past three years.

The current jobless report and the longer term figures all point to the same conclusion: the economy must expand and grow at a much more rapid pace to make a major dent in current unemployment and continue the decline in jobless rates that came to an almost dead stop in the past six months.

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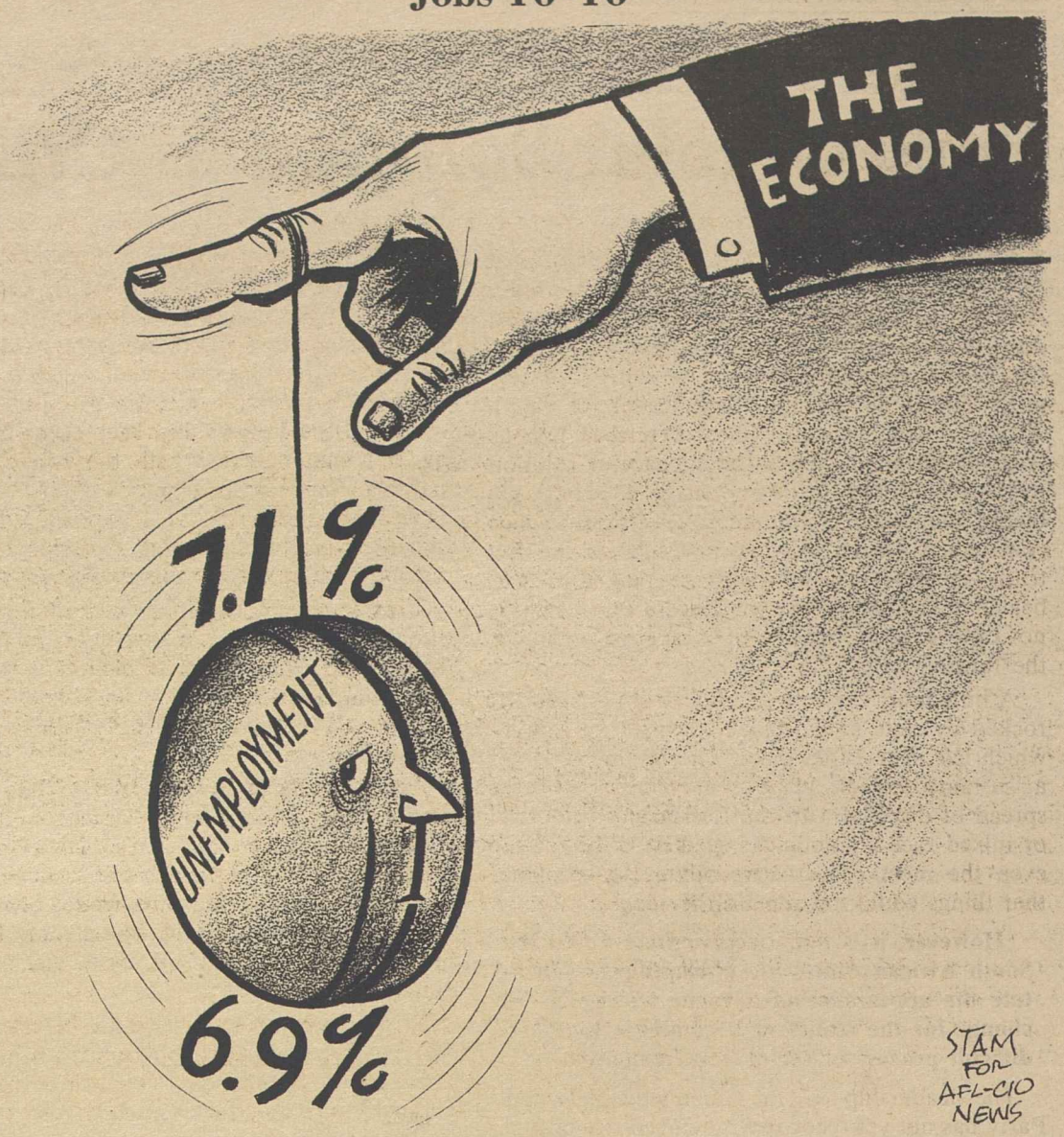

No Protection for Innocent:

Light Sentences for Offenders Neutralize Deterrent to Crime

By Gus Tyler

SHE WAS HIS NURSE, caring for a man in whom all others appeared to have lost interest. He was a drug addict and she was trying to help him with treatments at a methadone clinic.

Then one day he assaulted her. He raped her. He tried to kill her with six stabs of a knife.

Miraculously, she survived. He was brought before the bar of justice. The New York District Attorney asked for a 25-year sentence, with a minimum of eight years.

With all the facts before him—the crime and the proposed sentencing of the DA—the judge decided to sentence the offender to a term of 0 to 15 years, with no minimum time in prison. The criminal will be allowed to apply for parole in 10 months.

The judge in the case explained that he saw "no real point" in a longer term. Nothing would be accomplished because the penal system does not really "rehabilitate" the convict. Since the prison system spends "95 percent of its budget on security items, leaving nothing" to spend on prisoner services, argued the judge, to keep a man in prison was senseless. Specifically, the bench found fault with the lack of good programs to treat drug addicts and to handle psychiatric disturbances.

If this decision of one judge stood by itself, it would hardly be worthy of note. At best, it would be a judicial curio. But such sentencing has become so common that it appears to have become the unwritten law of the land, demanding some civic scrutiny and public probing.

What is the object of sentencing? To rehabilitate is one of them but that is not, and never has been, the only purpose.

Punishment serves as a deterrent. If there is no danger of apprehension and penalty, crime will multiply.

For any who doubt this, New York offered proof that, in the absence of social restraint, the beast within man will roam the streets wildly. During the power blackout, even normally well-behaved citizens turned to looting.

Imprisonment serves a second purpose: it takes the criminal off the streets—at least for a term. If the offense is miniscule, the term may be brief because the danger to society is minimal. But if the offense is rape and attack with a knife (directed against a benefactor), then clearly the term should be longer, because society can hardly afford to have such dangerous people let loose to do whatever their mad impulses drive them to do.

The first two purposes are served by prisons, and by secure prisons. If the prison is not secure, why bother? Obviously, a first priority is a building that is not a sieve with holes in it big enough for a man or a gang of men to use as an inviting exit.

The third purpose—rehabilitation—is desirable, highly desirable. If a man or woman can be rehabilitated, society need not worry about his or her becoming a repeater. We also gain a useful citizen.

BUT NOT TO SENTENCE offenders to fitting terms just because the correctional system is faulty is to turn sentencing into a mockery. Most of the people sent to prison in the last 200 years have been "repeaters." Should they then not have been sentenced at all?

Many offenders cannot be rehabilitated. Should they then be allowed to commit any crimes they please without being sent to jail?

The object of punishment is to protect the innocent as well as deter the criminally impelled and not just to "rehabilitate"—as desirable as that may be.

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Panama Canal Pacts 'Worthy of Support'

The construction and operation of the Panama Canal by the United States was and is an extraordinary service to humanity and to all the maritime nations of the world. The American people have every right and reason to regard this as a proud chapter in our history. . . .

But the time has now come to bring to the fore another aspect of American pride; our pride in the fact that we are not and do not want to become an old-time colonial power, clutching a sort of cloudy, semi-sovereignty over this strip of territory, for its own sake, like some faded banner of past glory.

—Statement by AFL-CIO President George Meany.

Growing Racial Unrest:

Time Waning in South Africa For Peaceful Solution to Crisis

By Bayard Rustin

MORE THAN 40 political prisoners have died under suspicious circumstances in South African jails over the last 15 years. The latest death is perhaps the most disturbing for the victim, Steven Biko, was thought by many to be the most influential young black leader in South Africa. A leading white editor described him as "one of the main hopes for a peaceful solution to the racial crisis in this country." Over 10,000 blacks attended his funeral despite stringent police controls. Although we may never know the full truth, there is reason to believe that Biko was beaten to death by prison guards. His death is not only a great tragedy, it is a grim omen for the future.

A little more than a year ago, South Africa was rocked by riots in the black township of Soweto which left over 1,000 dead. The re-emergence of a sustained black protest movement and the spread of discontent to the Indian and "colored" or mixed race communities seemed to be forcing even the most conservative whites to recognize that things could not remain the same.

However, it is now becoming clear that the South African whites are attempting to substitute the appearance of a vague willingness to change for the reality of beginning a long and difficult process of social transformation.

The leadership of the dominant Nationalist Party has not yet recognized the necessity of making major changes and of making them sooner rather than later. While there are a small number of influential white South Africans who recognize the need for fundamental change, their definition of fundamental change falls far short of the minimum demands of blacks. The liberal Progressive Reform Party is a minor political force and, if anything, the overwhelming majority of whites are more resistant to change than the leaders of the Nationalist Party.

Prime Minister John Vorster and his supporters have been both unable and unwilling to make more than minor domestic concession to the oppressed majority of Africans, "coloreds," and Asians. It is doubtful that minor concessions will diffuse the anger and resentment of the blacks or persuade Western public opinion that South Africa is on the road to a socially just society.

Thus, it is not surprising that the South African leaders have been forced to resort to one of the oldest political gimmicks, that of divide and conquer. A new constitutional scheme has been proposed by Vorster in order to co-opt the coloreds and the Indians and keep them from uniting in common action with the country's black majority. The scheme would establish nominally independent assemblies for the colored and the Indians, while insuring that real political power remains the monopoly of the white majority.

Vorster and other South African leaders have completely dismissed the possibility that at some time in the future the 10 million urban blacks might be included in even this limited and primarily artificial restructuring of South Africa's political system.

THIS LATEST ATTEMPT to put a democratic veneer on an oppressive and unjust system of racial domination can only briefly postpone the deepening of South Africa's crisis. Even if it succeeds in splitting the non-white communities, which is far from certain, it can only lead to a more united, determined and militant black community.

If whites continue to exclude blacks from the South African political community, escalating levels of violence and repression will be required to subjugate the blacks. Eventually, the whites will find themselves engulfed in the destruction.

Ever since I helped initiate the American Committee Against Apartheid in the 1950s I have been haunted by the possibility that by the time whites realize that repression and apartheid will not work, it will be impossible for blacks and whites to reach the minimum level of trust necessary to produce a peaceful solution. With every passing day, this nightmare becomes more real.

This fear was expressed by a leading black churchman at the funeral of Steven Biko when he pleaded, "For God's sake, let us move away from the edge of the precipice before all of us, blacks and whites, crash to our destruction."

There is still time for peaceful solutions in South Africa, but precious little time is left.

'An Effective Approach':

Full Employment Bill Called Key to Real Economic Growth

CONGRESS and the Administration must come to grips with high and pervasive unemployment with programs that meet the immediate emergency and policies that will allow the kind of planning and coordination esential to a full employment economy, AFL-CIO Vice President J. C. Turner declared.

Turner, who is president of the Operating Engineers, said that the long-sought Humphrey-Hawkins bill sets a framework of "effective and realistic approaches" to reach and sustain full employment within four years. He said that while other Administration priorities, such as President Carter's economic stimulus package, have moved first in the congressional processes, the drive for Humphrey-Hawkins is in no way dormant.

Questioned by reporters on the network radio interview Labor News Conference, Turner predicted that the Humphrey-Hawkins bill will move to Senate and House hearings and final passage in the 1978 session of Congress. He added that unless there is a solid move toward synchronization and planning of the nation's fiscal and monetary policies, there is little real hope for substantial improvement in the near-recession level unemployment.

There has been no backing away from the Humphrey-Hawkins bill, Turner stressed. The measure's "great principle," he said, is that the government shall be the employer of last resort.

"This has been an accepted position of the labor movement, supported and proposed for many years," he added.

While the full impact of the Administration's stimulus package—particularly the public works programs—have yet to be felt, "it isn't going to be nearly enough to bring us back to 3 percent unemployment, which we consider full employment," Turner said.

He also scored the Federal Reserve Board's high interest policy, which recently again drove the prime interest rate up to 7.5 percent. "We find that every time the Congress acts on fiscal policy relating to taxes and appropriations we find the Federal Reserve Board, under Arthur Burns, acting to raise the interest rates."

Noting that Burns' term as chairman of the Federal Reserve Board runs out in January, he said, "I'm most hopeful that he is not re-appointed."

Turner said that the impact of high interest rates has been particularly harsh in the construction industry, where contractor-employers have to rely heavily on credit for advance purchases of materials and equipment and to sustain them through completion and final settlement. He said that "many thousands of good contractors have gone out of business simply because of high interest rates and the inability to get a line of credit."

While the Administration worries about the dangers of inflation, the Federal Reserve Board keeps "coming up with these high interest rates," Turner said. "High interest rates are a cause, not a cure, for inflation."

Reporters questioning Turner on the AFL-CIO produced public affairs program were Robert Gruenberg of the Chicago Daily News and Harry Conn of Press Associates, Inc. Labor News Conference, produced by the AFL-CIO as a public service, is broadcast weekly over the Mutual radio network.

By Press Associates, Inc.

NOT ONLY DO MANY MILLIONS of people work overtime, but the number on overtime increased in the past year. And yet millions of people remain without any work at all. This anomaly has renewed the discussion over ways to shorten the week and share the work.

Recently the Labor Dept.'s Bureau of Labor Statistics reported that the number of wage and salary employees working more than the standard 40-hour week increased by 1.5 million during the past year.

In sum, about 18.2 million persons worked longer than the standard workweek during the week ended May 14, 1977. The bureau said that year-to-year increases were evident for workers in both goods-producing and service-producing industries.

The BLS report was released during a period when unemployment hung at about 7 percent.

In the face of these apparently contradictory statistics, a new study has been released by the Johns Hopkins University Press of Baltimore: "Shorter Hours, Shorter Weeks: Spreading the Work to Reduce Unemployment."

It is edited by Sar A. Levitan and Richard S. Belous. Levitan currently is chairman of the new National Commission on Employment and Unemployment Statistics, which was created by Congress to recommend improvements in the workforce data.

Levitan points out that the 40-hour workweek is a relatively recent concept—a product of the New Deal. In the 1860s, the average workweek was 68 hours. This figure declined by about three hours a decade during the next century. The workweek dropped from 60 to 50 hours during the first two decades of this century and to 40 hours during the early years of the Great Depression of the 1930s.

Levitan asks: "Why have we been able to reduce the workweek from 68 hours in 1860 to the current 40 hours?" The answer was given as long as two centuries ago by Adam Smith—the miracle of productivity. There are many ways to measure productivity, but the most widely used method is production per workhour.

As far as the worker goes, the allocation of this dividend can be divided between higher wages and reduced working hours. As Levitan explains: "The long-run trend shows that 75 to 80 percent of the productivity dividend has been used to increase the purchase of consumer goods and the remaining smaller portion has been used to increase leisure.

However, recent experience shows a marked difference from this historical pattern: only about 8 percent of the rise in productivity has been allocated toward reducing worktime in recent years.

"If the short-run experience followed the historic pattern, the workweek even in the manufacturing sector would now be close to 35 hours and the weekly time spent on the job by white-collar workers would be under the 35-hour mark," he writes.

ONE OF THE MAJOR ROADBLOCKS in cutting the workweek is that the Fair Labor Standards Act no longer provides a sufficient penalty to spread the work. And hiring new workers increases fringe costs and involves initial outlays for hiring and training. New incentives must be provided employers to employ new workers. One might be a major boost in overtime pay rates. Another is collective bargaining, as in the United Auto Workers' step towards a four-day week in the auto industry.

During this period of high unemployment, a shorter workweek can mean more than the creation of openings for the jobless; it can mean increased job security for employed workers. But, to be accepted by labor, the reduction to a 35-hour week must mean no loss of pay for the worker.

The words of Samuel Gompers of 90 years ago ring true today: "So long as there is one man who seeks employment and cannot find it, the hours of labor are too long."

HIGH AND PERVASIVE unemployment will never be licked until Congress and the White House shape immediate programs to put people to work and policies that allow long-range economic planning and coordination, President J. C. Turner, center, of the Operating Engineers, declared on Labor News Conference. The AFL-CIO vice president was questioned by Harry Conn, left, of Press Associates Inc., and Robert Gruenberg of the Chicago Daily News. The AFL-CIO produced public affairs program is aired weekly on Mutual radio.

6 Key Rollcalls on Labor Law Reform

These six rollcalls on the labor law reform bill show how House members voted in terms of the AFL-CIO's position.

Column I *is the 267-152 procedural vote that blocked an attempt to sidetrack labor law reform and substitute an anti-union employer-backed bill. Voting right (R) were 254 Democrats and 13 Republicans. Voting wrong (W) were 130 Republicans and 22 Democrats.*

Column II *is the 247-168 vote to keep the equal access section of the bill. If an employer held an on-the-job meeting to urge his workers to vote against union representation, the union would have an equal opportunity to present its case. Voting right were 210 Democrats and 37 Republicans; opposing equal access were 103 Republicans and 65 Democrats.*

Column III *shows the 229-185 rejection of an amendment that would have increased the delay between the time a company has been notified of a union's election petition and the date of the NLRB election. Right votes against delay were cast by 219 Democrats and 10 Republicans. Voting wrong were 128 Republicans and 57 Democrats.*

Column IV *is the 301-111 vote to keep in the bill a section authorizing denial of government contracts to firms that deliberately violate federal labor law. Voting right were 247 Democrats and 54 Republicans. Voting wrong were 80 Republicans and 31 Democrats.*

Column V *kept in the bill by a 250-162 vote the provision allowing the NLRB to order an employer who has refused to bargain in good faith for a first contract to compensate his workers for the delay caused by his illegal actions. Voting right were 239 Democrats and 11 Republicans. Voting wrong were 126 Republicans and 36 Democrats.*

Column VI *is the 257-163 vote to pass the bill. Voting for passage were 221 Democrats and 36 Republicans. Voting wrong were 104 Republicans and 59 Democrats.*

Other symbols: A—absent; O—paired right; X—paired wrong; numerals show congressional districts.

	I	II	III	IV	V	VI
ALABAMA						
1. Edwards (R)	W	W	W	W	W	W
2. Dickinson (R)	W	W	W	W	W	W
3. Nichols (D)	W	W	W	R	W	W
4. Bevill (D)	R	W	R	R	R	W
5. Flippi (D)	R	W	R	R	R	R
6. Buchanan (R)	R	W	R	R	R	W
7. Flowers (D)	R	W	W	R	R	W
ALASKA						
AL Young (R)	R	A	R	R	R	R
ARIZONA						
1. Rhodes (R)	W	W	W	W	W	W
2. Udall (D)	R	R	R	R	R	R
3. Stump (D)	W	W	W	W	W	W
4. Rudd (R)	W	W	W	W	W	W
ARKANSAS						
1. Alexander (D)	R	W	R	W	R	R
2. Tucker (D)	R	W	R	R	R	R
3. Hammerschmidt (R)	W	W	R	W	W	W
4. Thornton (D)	R	W	W	R	R	R
CALIFORNIA						
1. Johnson (D)	A	A	A	A	A	A
2. Clausen (R)	W	W	W	W	W	W
3. Moss (D)	R	R	R	O	R	R
4. Leggett (D)	R	R	R	R	R	R
5. Burton, John (D)	R	R	R	R	R	R
6. Burton, Phillip (D)	R	R	R	R	R	R
7. Miller (D)	R	R	R	R	R	R
8. Dellums (D)	R	R	R	R	R	R
9. Stark (D)	R	R	R	R	R	R
10. Edwards (D)	R	R	R	R	R	R
11. Ryan (D)	A	R	R	R	R	R
12. McCloskey (R)	W	R	W	R	R	R
13. Mineta (D)	R	R	R	R	R	R
14. McFall (D)	R	R	R	R	R	R
15. Sisk (D)	R	R	R	R	A	A
16. Panetta (D)	R	W	R	R	R	R
17. Krebs (D)	R	R	R	R	R	R
18. Ketchum (R)	W	W	W	W	W	W
19. Lagomarsino (R)	W	W	W	W	W	W
20. Goldwater (R)	W	W	W	X	W	W
21. Corman (D)	A	R	R	R	R	R
22. Moorhead (R)	W	W	W	W	W	W
23. Beilenson (D)	R	R	R	R	R	R
24. Waxman (D)	R	R	R	R	R	R
25. Roybal (D)	R	R	R	R	R	R
26. Rousselot (R)	W	W	W	W	W	W
27. Dornan (R)	W	W	W	W	W	W
28. Burke (D)	R	R	R	R	R	R
29. Hawkins (D)	R	R	R	R	R	R
30. Danielson (D)	R	R	R	R	R	R
31. Wilson, C. H. (D)	R	R	R	R	R	R
32. Anderson (D)	W	R	R	R	R	R
33. Clawson (R)	W	W	W	X	W	W
34. Hannaford (D)	R	R	R	R	R	R
35. Lloyd (D)	R	R	R	R	R	R
36. Brown (D)	R	R	R	R	R	R
37. Pettis (R)	W	W	W	W	W	W
38. Patterson (D)	R	R	R	R	R	R
39. Wiggins (R)	W	W	W	W	W	W
40. Badham (R)	W	W	W	W	W	W
41. Wilson, Bob (R)	W	W	W	W	W	R
42. Van Deerlin (D)	R	R	R	R	R	R
43. Burgener (R)	W	W	W	W	W	W
COLORADO						
1. Schroeder (D)	R	R	R	R	R	R
2. Wirth (D)	R	R	R	R	W	R
3. Evans (D)	R	R	R	R	R	R
4. Johnson (R)	W	W	W	W	W	W
5. Armstrong (R)	W	W	W	W	W	W
CONNECTICUT						
1. Cotter (D)	R	R	O	O	A	A
2. Dodd (D)	R	R	R	R	R	R
3. Giaimo (D)	R	R	A	A	W	R
4. McKinney (R)	W	R	W	R	W	R
5. Sarasin (R)	W	R	W	R	W	R
6. Moffett (D)	R	R	R	R	R	R
DELAWARE						
AL Evans (R)	W	W	W	W	W	W

	I	II	III	IV	V	VI
FLORIDA						
1. Sikes (D)	R	W	W	R	W	W
2. Fuqua (D)	R	W	R	R	W	W
3. Bennett (D)	W	R	W	R	W	R
4. Chappell (D)	R	W	R	R	R	W
5. Kelly (R)	W	W	W	W	W	W
6. Young (R)	W	W	W	W	W	W
7. Gibbons (D)	R	R	R	R	W	R
8. Ireland (D)	W	W	A	R	R	W
9. Frey (R)	W	W	W	W	W	W
10. Bafalis (R)	W	W	W	W	W	W
11. Rogers (D)	R	W	W	R	W	W
12. Burke (R)	W	A	W	W	W	W
13. Lehman (D)	R	R	R	R	R	R
14. Pepper (D)	R	R	R	R	R	R
15. Fascell (D)	R	R	R	R	R	R
GEORGIA						
1. Ginn (D)	R	W	R	R	R	W
2. Mathis (D)	W	W	R	W	R	W
3. Brinkley (D)	R	W	R	R	R	W
4. Levitas (D)	R	W	R	R	A	W
5. Fowler (D)	R	R	W	R	A	W
6. Flynt (D)	W	W	W	W	W	W
7. McDonald (D)	W	W	W	W	W	W
8. Evans (D)	R	W	R	R	R	W
9. Jenkins (D)	R	W	W	R	R	W
10. Barnard (D)	W	W	W	R	R	W
HAWAII						
1. Heftel (D)	R	R	R	R	R	R
2. Akaka (D)	R	R	R	R	R	R
IDAHO						
1. Symms (R)	W	W	X	X	W	W
2. Hansen (R)	W	W	W	W	W	W
ILLINOIS						
1. Metcalfe (D)	R	R	R	R	A	R
2. Murphy (D)	R	R	R	R	R	R
3. Russo (D)	R	R	R	R	R	R
4. Derwinski (R)	R	W	W	R	W	W
5. Fary (D)	R	R	R	R	R	R
6. Hyde (R)	W	W	A	A	W	W
7. Collins (D)	A	R	A	R	R	R
8. Rostenkowski (D)	R	R	R	R	R	R
9. Yates (D)	R	R	R	R	R	R
10. Mikva (D)	R	A	R	R	R	R
11. Annunzio (D)	R	R	R	R	R	R
12. Crane (R)	W	W	W	W	W	W
13. McClory (R)	W	W	W	W	W	W
14. Erlenborn (R)	W	W	W	W	W	W
15. Corcoran (R)	W	W	W	W	W	W
16. Anderson (R)	W	A	X	R	A	W
17. O'Brien (R)	W	W	W	R	W	W
18. Michel (R)	W	W	W	W	W	W
19. Railsback (R)	W	R	W	R	W	R
20. Findley (R)	W	R	W	R	W	W
21. Madigan (R)	W	W	W	R	R	W
22. Shipley (D)	R	R	R	R	R	R
23. Price (D)	R	R	A	R	R	R
24. Simon (D)	R	R	R	R	R	R
INDIANA						
1. Benjamin (D)	R	R	R	R	R	R
2. Fithian (D)	R	R	R	R	R	R
3. Brademas (D)	R	R	R	R	R	R
4. Quayle (R)	W	W	W	W	W	W
5. Hillis (R)	R	R	W	R	R	R
6. Evans (D)	R	R	R	R	R	R
7. Myers (R)	W	W	W	W	W	W
8. Cornwell (D)	R	R	R	R	R	R
9. Hamilton (D)	R	R	R	R	R	R
10. Sharp (D)	R	R	R	R	R	R
11. Jacobs (D)	R	R	R	R	R	R
IOWA						
1. Leach (R)	W	W	W	W	W	W
2. Blouin (D)	R	R	R	R	R	R
3. Grassley (R)	W	W	W	W	W	W
4. Smith (D)	R	R	R	R	R	R
5. Harkin (D)	R	R	R	R	R	R
6. Bedell (D)	R	W	R	R	R	R
KANSAS						
1. Sebelius (R)	W	W	W	W	W	W
2. Keys (D)	R	R	W	R	R	R
3. Winn (R)	W	W	W	W	W	W
4. Glickman (D)	R	R	W	R	R	R
5. Skubitz (R)	W	W	W	R	W	W

	I	II	III	IV	V	VI
KENTUCKY						
1. Hubbard (D)	R	R	R	R	R	R
2. Natcher (D)	R	R	R	R	R	R
3. Mazzoli (D)	R	R	R	R	R	R
4. Snyder (R)	W	W	W	W	W	W
5. Carter (R)	W	W	W	W	W	W
6. Breckinridge (D)	R	R	R	R	W	R
7. Perkins (D)	R	R	R	R	R	R
LOUISIANA						
1. Livingston (R)	W	W	W	W	W	W
2. Boggs (D)	R	W	R	R	W	R
3. Treen (R)	W	W	W	W	W	W
4. Waggonner (D)	W	W	W	W	W	W
5. Huckaby (D)	W	W	R	R	R	W
6. Moore (R)	W	W	W	W	W	W
7. Breaux (D)	R	W	R	R	W	R
8. Long (D)	R	W	R	R	W	R
MAINE						
1. Emery (R)	W	R	W	R	W	R
2. Cohen (R)	W	R	W	R	W	R
MARYLAND						
1. Bauman (R)	W	W	W	W	W	W
2. Long (D)	R	R	W	R	R	R
3. Mikulski (D)	R	R	R	R	R	R
4. Holt (R)	R	W	W	W	W	W
5. Spellman (D)	R	R	A	R	W	R
6. Byron (D)	R	W	R	R	R	W
7. Mitchell (D)	R	R	R	R	A	R
8. Steers (R)	W	R	W	R	R	R
MASSACHUSETTS						
1. Conte (R)	R	R	R	R	W	R
2. Boland (D)	R	R	O	R	R	R
3. Early (D)	R	R	R	R	R	R
4. Drinan (D)	R	R	R	R	R	R
5. Tsongas (D)	R	R	R	R	R	R
6. Harrington (D)	R	R	R	R	R	R
7. Markey (D)	R	R	R	R	R	R
8. O'Neill (D)			Speaker			
9. Moakley (D)	R	R	R	R	R	A
10. Heckler (R)	R	R	W	R	W	R
11. Burke (D)	R	R	R	R	R	R
12. Studds (D)	R	R	R	R	R	R
MICHIGAN						
1. Conyers (D)	R	R	R	R	R	R
2. Pursell (R)	W	R	W	R	W	R
3. Brown (R)	W	W	W	W	W	W
4. Stockman (R)	W	W	W	W	A	W
5. Sawyer (R)	W	W	W	R	W	W
6. Carr (D)	R	R	R	R	R	R
7. Kildee (D)	R	R	R	R	R	R
8. Traxler (D)	R	R	R	R	R	R
9. Vander Jagt (R)	W	W	W	W	A	A
10. Cederberg (R)	W	W	W	W	A	A
11. Ruppe (R)	W	R	W	A	W	R
12. Bonior (D)	R	R	R	R	R	R
13. Diggs (D)	A	R	R	R	R	R
14. Nedzi (D)	R	R	R	R	R	R
15. Ford (D)	R	R	R	R	R	R
16. Dingell (D)	R	R	R	R	R	R
17. Brodhead (D)	R	R	R	R	R	R
18. Blanchard (D)	R	R	R	R	R	R
19. Broomfield (R)	W	W	W	A	W	W
MINNESOTA						
1. Quie (R)	W	R	W	R	W	R
2. Hagedorn (R)	W	W	W	W	W	W
3. Frenzel (R)	W	W	W	W	W	W
4. Vento (D)	R	R	R	R	R	R
5. Fraser (D)	R	R	R	R	R	R
6. Nolan (D)	R	R	R	R	R	R
7. Stangeland (R)	W	W	W	W	W	W
8. Oberstar (D)	R	R	R	R	R	R
MISSISSIPPI						
1. Whitten (D)	R	W	W	W	W	W
2. Bowen (D)	R	W	W	W	W	W
3. Montgomery (D)	W	W	W	W	W	W
4. Cochran (R)	W	W	W	W	W	W
5. Lott (R)	W	W	W	X	A	A
MISSOURI						
1. Clay (D)	R	R	R	R	R	R
2. Young (D)	R	R	R	R	R	R
3. Gephardt (D)	R	R	R	R	R	R
4. Skelton (D)	R	R	W	R	R	R
5. Bolling (D)	R	R	R	R	A	R
6. Coleman (R)	W	W	W	R	W	W
7. Taylor (R)	W	W	W	R	W	W
8. Ichord (D)	W	W	W	R	R	W
9. Volkmer (D)	R	R	R	R	R	R
10. Burlison (D)	R	W	R	R	R	W
MONTANA						
1. Baucus (D)	R	R	R	R	R	R
2. Marlenee (R)	A	A	A	A	A	A
NEBRASKA						
1. Thone (R)	W	W	W	R	W	W
2. Cavanaugh (D)	R	R	R	R	R	R
3. Smith (R)	W	W	W	R	W	W
NEVADA						
AL Santini (D)	R	R	R	R	R	W
NEW HAMPSHIRE						
1. D'Amours (D)	R	R	R	R	R	R
2. Cleveland (R)	W	R	W	R	W	R
NEW JERSEY						
1. Florio (D)	R	R	R	R	R	R
2. Hughes (D)	R	R	R	R	W	R
3. Howard (D)	A	A	O	R	R	R
4. Thompson (D)	R	R	R	R	R	R

	I	II	III	IV	V	VI
5. Fenwick (R)	W	R	W	R	W	R
6. Forsythe (R)	W	A	A	W	W	W
7. Maguire (D)	R	R	R	R	R	R
8. Roe (D)	R	A	R	R	R	R
9. Hollenbeck (R)	W	R	R	R	W	R
10. Rodino (D)	R	A	R	R	R	R
11. Minish (D)	R	R	R	R	R	R
12. Rinaldo (R)	R	R	R	R	W	R
13. Meyner (D)	R	R	R	R	R	R
14. LeFante (D)	R	R	R	R	R	R
15. Patten (D)	R	R	R	R	R	R
NEW MEXICO						
1. Lujan (R)	W	W	W	W	W	W
2. Runnels (D)	A	W	W	R	R	W
NEW YORK						
1. Pike (D)	R	W	R	R	R	R
2. Downey (D)	R	R	R	R	R	R
3. Ambo (D)	R	R	R	R	R	R
4. Lent (R)	W	W	W	R	W	R
5. Wydler (R)	W	W	W	W	W	R
6. Wolff (D)	A	A	R	R	R	R
7. Addabbo (D)	R	R	R	R	R	R
8. Rosenthal (D)	R	R	R	O	R	R
9. Delaney (D)	R	R	R	R	R	R
10. Biaggi (D)	R	R	R	R	R	R
11. Scheuer (D)	R	R	R	R	R	R
12. Chisholm (D)	R	R	R	R	R	R
13. Solarz (D)	R	R	R	R	R	R
14. Richmond (D)	R	R	R	R	R	R
15. Zeferetti (D)	R	R	R	R	R	R
16. Holtzman (D)	R	R	R	R	R	R
17. Murphy (D)	R	R	R	O	R	R
18. Koch (D)	A	A	R	R	A	A
19. Rangel (D)	R	R	R	R	R	R
20. Weiss (D)	R	R	R	R	R	R
21. Badillo (D)	R	A	R	R	R	R
22. Bingham (D)	R	R	R	R	R	R
23. Caputo (R)	W	R	R	R	R	R
24. Ottinger (D)	R	R	R	R	R	R
25. Fish (R)	W	R	W	R	W	R
26. Gilman (R)	W	R	W	R	W	R
27. McHugh (D)	R	R	W	R	R	R
28. Stratton (D)	R	R	R	R	R	R
29. Pattison (D)	R	R	R	R	R	R
30. McEwen (R)	W	R	W	R	W	R
31. Mitchell (R)	W	W	W	R	W	R
32. Hanley (D)	R	R	R	R	R	R
33. Walsh (R)	W	R	W	R	W	W
34. Horton (R)	R	R	R	W	W	R
35. Conable (R)	A	R	W	R	W	W
36. LaFalce (D)	R	R	W	R	R	R
37. Nowak (D)	R	R	R	R	R	R
38. Kemp (R)	W	W	W	R	W	W
39. Lundine (D)	A	R	R	R	R	R
NORTH CAROLINA						
1. Jones (D)	R	W	W	R	R	W
2. Fountain (D)	R	W	W	W	W	W
3. Whitley (D)	R	W	W	W	W	W
4. Andrews (D)	R	W	W	W	R	W
5. Neal (D)	R	W	W	R	W	W
6. Preyer (D)	R	R	W	W	R	W
7. Rose (D)	R	R	W	W	R	W
8. Hefner (D)	R	W	W	R	R	W
9. Martin (R)	W	W	W	W	W	W
10. Broyhill (R)	W	W	W	W	W	W
11. Gudger (D)	R	W	R	W	R	W
NORTH DAKOTA						
AL Andrews (R)	W	R	W	R	W	W
OHIO						
1. Gradison (R)	W	W	W	W	W	R
2. Luken (D)	R	R	R	R	R	R
3. Whalen (R)	A	A	A	O	A	A
4. Guyer (R)	W	W	X	X	W	W
5. Latta (R)	W	W	W	W	W	W
6. Harsha (R)	W	W	W	W	A	A
7. Brown (R)	W	R	W	W	W	W
8. Kindness (R)	W	W	W	R	W	R
9. Ashley (D)	R	R	R	R	R	R
10. Miller (R)	W	W	W	R	W	W
11. Stanton (R)	W	W	W	R	W	W
12. Devine (R)	W	W	W	W	W	W
13. Pease (D)	R	R	R	R	R	R
14. Seiberling (D)	R	R	R	R	R	R
15. Wylie (R)	W	W	W	R	W	W
16. Regula (R)	W	R	W	R	W	W
17. Ashbrook (R)	W	W	W	W	W	W
18. Applegate (D)	R	R	R	R	R	R
19. Carney (D)	R	R	R	R	R	R
20. Oakar (D)	R	R	R	R	R	R
21. Stokes (D)	A	A	O	O	A	A
22. Vanik (D)	R	R	R	R	R	R
23. Mottl (D)	R	R	R	R	R	R
OKLAHOMA						
1. Jones (D)	R	R	W	W	W	R
2. Risenhoover (D)	R	R	R	R	R	R
3. Watkins (D)	W	W	W	R	W	W
4. Steed (D)	R	A	R	R	R	R
5. Edwards (R)	W	W	W	A	W	W
6. English (D)	W	W	W	W	R	W
OREGON						
1. AuCoin (D)	R	R	R	R	R	R
2. Ullman (D)	R	R	R	R	R	R
3. Duncan (D)	R	R	R	W	R	R
4. Weaver (D)	R	R	R	R	R	R
PENNSYLVANIA						
1. Myers, M. (D)	R	R	R	R	R	R
2. Nix (D)	R	R	R	R	R	R
3. Lederer (D)	R	R	R	R	R	R
4. Eilberg (D)	R	R	R	R	R	R
5. Schulze (R)	W	R	W	W	W	W
6. Yatron (D)	R	R	R	R	R	R
7. Edgar (D)	R	R	R	R	R	R
8. Kostmayer (D)	R	R	R	R	R	R
9. Shuster (R)	W	W	W	W	W	W
10. McDade (R)	R	R	R	R	W	R
11. Flood (D)	R	R	R	R	R	R

	I	II	III	IV	V	VI
12. Murtha (D)	R	R	W	R	R	R
13. Coughlin (R)	W	R	W	R	W	W
14. Moorhead (D)	R	R	R	R	R	R
15. Rooney (D)	R	R	R	R	R	R
16. Walker (R)	W	W	W	R	W	W
17. Ertel (D)	R	R	W	R	R	R
18. Walgren (D)	R	R	R	R	R	R
19. Goodling (R)	W	W	W	W	A	W
20. Gaydos (D)	R	R	R	R	R	R
21. Dent (D)	R	R	O	O	A	A
22. Murphy (D)	R	R	R	R	R	R
23. Ammerman (D)	R	R	W	R	R	R
24. Marks (R)	R	R	R	W	W	R
25. Myers, G. (R)	R	W	W	R	R	W
RHODE ISLAND						
1. St Germain (D)	R	R	R	R	R	R
2. Beard (D)	R	R	R	R	R	R
SOUTH CAROLINA						
1. Davis (D)	R	R	R	R	R	W
2. Spence (R)	W	W	W	W	R	W
3. Derrick (D)	R	W	W	W	R	W
4. Mann (D)	W	W	W	W	W	W
5. Holland (D)	A	W	W	W	R	W
6 Jenrette (D)	R	W	R	R	R	W
SOUTH DAKOTA						
1. Pressler (R)	W	R	W	R	R	W
2. Abnor (R)	W	W	W	W	W	W
TENNESSEE						
1. Quillen (R)	W	W	W	W	W	W
2. Duncan (R)	W	W	W	W	W	W
3. Lloyd (D)	R	W	W	R	R	R
4. Gore (D)	R	W	R	R	R	R
5. Allen (D)	R	W	R	R	R	R
6. Beard (R)	W	W	X	X	W	W
7. Jones (D)	R	W	R	R	R	R
8. Ford (D)	R	W	R	R	R	R
TEXAS						
1. Hall (D)	W	W	W	W	R	W
2. Wilson (D)	R	R	W	R	R	R
3. Collins (R)	W	W	W	W	W	W
4. Roberts (D)	R	W	W	W	A	W
5. Mattox (D)	R	R	R	R	R	R
6. Teague (D)	R	A	X	X	W	W
7. Archer (R)	W	W	W	W	W	W
8. Eckhardt (D)	R	A	R	R	R	R
9. Brooks (D)	R	R	R	R	R	R
10. Pickle (D)	R	R	R	R	R	W
11. Poage (D)	W	W	W	W	W	W
12. Wright (D)	R	R	R	R	R	R
13. Hightower (D)	R	R	W	R	R	W
14. Young (D)	R	R	R	R	R	R
15. de la Garza (D)	W	W	W	W	R	W
16. White (D)	R	R	W	W	R	W
17. Burleson (D)	W	W	W	W	W	W
18. Jordan (D)	R	R	R	R	R	R
19. Mahon (D)	R	W	W	W	W	W
20. Gonzalez (D)	R	R	R	R	R	R
21. Krueger (D)	R	R	R	R	R	R
22. Gammage (D)	R	R	R	R	R	R
23. Kazen (D)	R	W	W	R	W	W
24. Milford (D)	R	W	W	W	W	W
UTAH						
1. McKay (D)	R	R	R	R	R	R
2. Marriott (R)	W	W	W	W	W	W
VERMONT						
AL Jeffords (R)	R	R	W	R	R	R
VIRGINIA						
1. Trible (R)	W	W	W	R	W	W
2. Whitehurst (R)	W	W	W	W	W	W
3. Satterfield (D)	W	W	W	W	W	W
4. Daniel, R. (R)	W	W	W	W	W	W
5. Daniel, D. (D)	W	W	W	W	W	W
6. Butler (R)	W	W	W	W	W	W
7. Robinson (R)	W	W	W	W	W	W
8. Harris (D)	R	R	R	R	R	R
9. Wampler (R)	W	R	W	W	W	W
10. Fisher (D)	R	R	R	R	W	R
WASHINGTON						
1. Pritchard (R)	W	W	W	R	W	R
2. Meeds (D)	R	R	R	R	R	R
3. Bonker (D)	R	R	R	R	R	R
4. McCormack (D)	R	R	R	R	R	R
5. Foley (D)	R	A	R	R	R	R
6. Dicks (D)	R	R	R	R	R	R
7. Cunningham (R)	W	W	W	W	W	W
WEST VIRGINIA						
1. Mollohan (D)	R	R	W	R	R	R
2. Staggers (D)	R	R	R	R	A	A
3. Slack (D)	R	R	W	A	R	R
4. Rahall (D)	R	R	R	R	R	R
WISCONSIN						
1. Aspin (D)	R	R	R	R	R	R
2. Kastenmeier (D)	R	R	R	R	R	R
3. Baldus (D)	R	R	R	R	R	R
4. Zablocki (D)	R	R	R	R	R	R
5. Reuss (D)	R	R	R	R	R	R
6. Steiger (R)	W	R	W	R	W	R
7. Obey (D)	R	R	R	R	R	R
8. Cornell (D)	R	R	R	R	R	R
9. Kasten (R)	W	R	W	R	W	W
WYOMING						
AL Roncalio (D)	R	R	R	R	R	R

Half-Point Lower in Year:

Jobless Rate Stuck At 7% for 5 Months

(Continued from Page 1)

among blacks last month was 13.1 percent, down from 14.5 percent in August, but about the same level as a year ago.

"Over the past year," BLS observed, "there has been no improvement in the unemployment situation for black workers, whereas the rate for whites declined substantially, by a full percentage point." In the 12 months ended in September, the jobless rate for black workers rose from 12.8 to 13.1 percent. By contrast, joblessness among whites over the same period fell from 7.2 to 6.1 percent.

At a hearing on the unemployment situation by the congressional Joint Economic Committee, BLS Commissioner Julius Shiskin warned that "the labor force is proceeding on two tracks," and that blacks simply "aren't sharing in" the gains.

The September statistics "substantiate the longer-term pattern of persistently high unemployment for blacks during this recovery period, and indicate that all the over-the-year improvement has been among whites," Shiskin said. He blamed deteriorating economic conditions in the nation's central cities for part of the problem.

The ratio of black to white unemployment was 2 to 1 in September, considerably above the 1.8 to 1 ratio a year earlier, BLS reported. Black teenagers continued to have the worst of it. Their rate dropped from 40.4 to 37.4 percent over the month, but the improvement was meaningless. The incidence of joblessness among young blacks has remained in the 35 to 40 percent range for the past three years.

Among other worker categories, the jobless rate for teenagers rose from 17.5 to 18.1 percent over the month. The rate for adult women, 7 percent, was little changed from the 7.1 percent the previous month. Both adult men and full-time workers posted declines in their rates, however, falling to 4.9 and 6.5 percent, respectively, from 5.2 and 6.8 percent in August.

Last month's overall decline of 153,000 in unemployment left the official number of jobless workers at 6,773,000, and resulted from an increase of 334,000 in the number of persons holding jobs. The over-the-month gain in total employment, to 91,095,000, easily overcame an increase of 171,000 in the civilian labor force, estimated at 97,868,000 in September.

Some of the more troubling highlights of last month's employment report included:

- An increase in the average length of joblessness from 13.5 weeks in August to 14.2 weeks, after steady declines since May, an indication that the depths of unemployment's misery continue for millions of Americans.
- A further decline in the length of the average work week, a key indicator of economic activity. The average number of weekly hours worked by production employees last month dropped a tenth of an hour to 35.9 hours, "one of the lowest levels ever registered," BLS said. The decline was the fourth monthly drop in a row, and was especially felt by manufacturing workers.
- **Another jump in the number of discouraged workers, so called because they give up looking for jobs in the belief that none exists. Their number, published only quarterly, rose 43,000 to 1,104,000 between July and September. Since they are not engaged in active job search, discouraged workers are classified as not in the labor force rather than as unemployed.**
- An increase of 116,000 to 3,315,000, in the number of workers involuntarily employed part-time "for economic reasons," as BLS puts it. The phrase means that the workers took part-time employment only because full-time work was not available.

The September figures do not include recently announced layoffs in the steel and electronics industries, both hard hit by imports from abroad.

LABOR'S LEGISLATIVE GOALS for jobs programs, a fair minimum wage and labor law reform remain high on the Carter Administration's list of priorities, Vice President Walter Mondale told the executive board of the Clothing & Textile Workers during a three-day meeting in Washington. From left, are ACTWU Executive Vice President William DuChessi, President Murray H. Finley, Sec.-Treas. Jacob Sheinkman, Mondale, Senior Executive Vice President Sol Stetin and Vice President Sander Genis, who is also the manager of the ACTWU Minnesota Joint Board.

Oregon Unions Press For Job Safeguards

Springfield, Ore.—The Oregon AFL-CIO convention voted a five-cent increase in monthly per capita payments, re-elected top officers without opposition, and voiced strong support for labor law reform and other legislative goals of the trade union movement.

The convention reiterated support for legislation to provide national Health Security, cargo equity in oil imports, and repeal of Taft-Hartley Section 14(B) which permits states to adopt compulsory open shop laws.

The 422 delegates and 325 alternates and guests heard a parade of speakers emphasize the need for congressional passage of labor law reform and cite the loss of payrolls, skills and emergency preparedness in the United States through trade deficits, exportation of jobs by multinational corporations, and allowing foreign firms to sell products cheaply in this country.

One of the speakers, Rep. James Weaver, two-term Democratic congressman from the state's 4th District, reported that "big money interests" are trying to hire an anti-union opponent to run against him next year. Weaver has the best COPE voting record in the state's congressional delegation.

Earl McDavid, Sec.-Treas. of the AFL-CIO Union Label & Service Trades Dept., praised Weaver as "the first congressman in a long time that I've heard advocate 'Buy American.' "

Weaver, McDavid and Stanley Jensen, Portland-based vice president of the Machinists, painted a dire picture of America's crumbling industrial might because of U.S. foreign trade policies.

Gov. Rovert Straub, the state's first Democratic governor in 20 years, taking note of "right-to-work" movements in other western states, said his reply is "nuts" to anyone asking his support of anti-union legislation.

Straub said his number-one priority continues to be jobs and to promote "a strong, diverse economy" in this state where unemployment runs ahead of the national average. He asked for and got convention support of two state ballot measures in upcoming elections—bonds for conservation and development of water resources and a gasoline tax increase to finance road repairs.

Among 87 resolutions acted upon, the convention went on record in favor of legislation calling for consumer-readable pricing on merchandise in retail stores using computerized checkouts, and legislation giving workers the right to decide voluntarily if they want to work overtime.

Among federation officers re-elected without opposition were the three full-time leaders: President Robert Kennedy, Sec.-Treas. Glenn Randall, and Nellie Fox, director of legislation and political education. Vice President Earl Kirkland and Inez McPherson were re-elected as were 13 of 18 executive board members.

Mothers Play Growing Role In Work Force

Forty-nine percent of all mothers in the United States with children under the age of 18 were in the nation's work force in March 1976, the Labor Dept. reported.

Their rate of participation surpassed the 47 percent rate of all women, and was over five times higher than the 9 percent rate of mothers in 1940.

"Most mothers work outside the home because they need the earnings for themselves and their families," said Alexis M. Herman, director of the Labor Dept.'s Women's Bureau. Of the nearly 38 million women workers in 1976, 14.6 million were mothers. About 5.4 million had children under 6.

The dramatic increase in the number of working mothers, especially those with children under 6, points up the critical need for low-cost, readily available child-care facilities, Herman observed.

About 2.2 million minority mothers were in the work force last year, representing 44 percent of all minority women workers and 58 percent of minority mothers in the population.

OKLAHOMA LABOR turned out to honor Carl Albert, and the retired Speaker of the House of Representatives responded with his own tribute to the trade union movement. Albert termed high unemployment "a disgrace" and spoke out strongly against a subminimum youth wage. State AFL-CIO President Henry Likes, right, presented Albert with a plaque of appreciation for his "compassion and support" of workers during 30 years in Congress. The program was held in Oklahoma City's Stars and Stripes Park.

State Bank Endorsed By California Labor

Sacramento, Calif.—A proposal to create a state bank to help promote low-income and moderate-income housing has the backing of the California AFL-CIO.

Private banking has failed to meet California's social needs, State President Albin J. Gruhn said.

Rise in Crime Linked To Unemployment Rate

For every increase of 1 percent in the nation's unemployment rate, there are approximately 648 more murders, 23,151 more larcenies and as many as 40,056 more narcotics arrests, according to a study by a professor at the Johns Hopkins University.

Presented in testimony to the House Judiciary Subcommittee on Crime, Dr. M. Harvey Brenner's survey confirmed the long-suspected connection between mass unemployment and rising crime ratio.

Brenner added that a rise in suicides during periods of high unemployment indicates that "many are willing to destroy themselves rather than face the shame and humiliation of unemployment."

The subcommittee, which is examining the links between unemployment and crime rates, heard Brenner testify that rising joblessness also produces a significant increase in state prisons admissions and influences parole and mandatory release violations, and recidivism.

Brenner said similar results were yielded in cross-national comparisons of the United States, Canada, England, Wales and Scotland over the years 1920 to 1940 and 1947 to 1973. For all the countries, he said, a "significant relationship" was found between an increase in the crime rate and a parallel rise in joblessness.

At the same hearing, Wallace L. Ford, president of the Harlem Lawyers Association of New York, testified that a large proportion of the crimes committed by blacks are related to unemployment, including many so-called victimless but highly profitable endeavors like the sale of narcotics, prostitution and gambling.

"Black people are not naturally drug-oriented—but walk the streets of almost any urban black community, see the barren desert of despair that is the life expectancy of so many, look through brown eyes that see no educational opportunities, no jobs, no future and unlimited profits in narcotics, and you may know why there is the drug problem that plagues us all," Ford said.

Carter Plan Revised:

Social Security Bill Raises New Issues

The House Ways & Means Committee completed action on a social security financing bill after scrapping several Carter Administration proposals that had won high marks from the AFL-CIO.

It cleared for the House floor a bill that includes a relatively non-controversial change in the benefit formula and a highly controversial requirement that all federal, state and local employees be brought under social security by 1982.

The bill does not, however, include the Administration plan for an injection of general tax revenues during recession periods when unemployment reduces the payroll tax collections. The AFL-CIO has strongly endorsed the concept of a federal contribution to supplement the paycheck tax on workers and employers.

The closest the committee came to that approach is a provision authorizing Treasury loans whenever the social security reserves fall below specified levels. Any such loans would trigger a temporary increase in the tax rate that would be used to repay the government.

Even this token involvement of federal funds has stirred strong Republican-led opposition and the committee adopted the provision by a narrow 20-17 margin.

The Administration would have taxed employers on their entire payroll, not just the portion presently covered by the social security tax. That provision, also urged by the AFL-CIO, was rejected by the committee.

Both the committee and the Administration agreed on raising the ceiling on wages subject to the payroll tax at a faster rate than contemplated by present law.

The present $16,500 ceiling would be raised to $19,900 next year, with annual step-ups taking it to $27,900 in 1981. Thereafter, an indexing formula would continue to cover 90 percent of the nation's total payroll. Those who pay on a higher wage base would of course receive higher benefits when they retire.

The committee bill would also raise the payroll tax rate at a somewhat faster schedule than provided under present law—to reach the maximum 7.45 percent level in 1990 instead of 2011.

In 1981, when the tax rate under present law would have risen to 6.3 percent, the committee bill would take it to 6.45 percent. The present rate, paid by employers and workers, is 5.85 percent.

It would make some changes in the benefit structure, removing penalties for elderly persons who marry or remarry and allowing persons over 65 to earn more money before having their social security payments reduced.

But the issue of mandatory coverage of all public workers was fast emerging as a rock of contention when the bill reaches the House floor, probably in the last week in October.

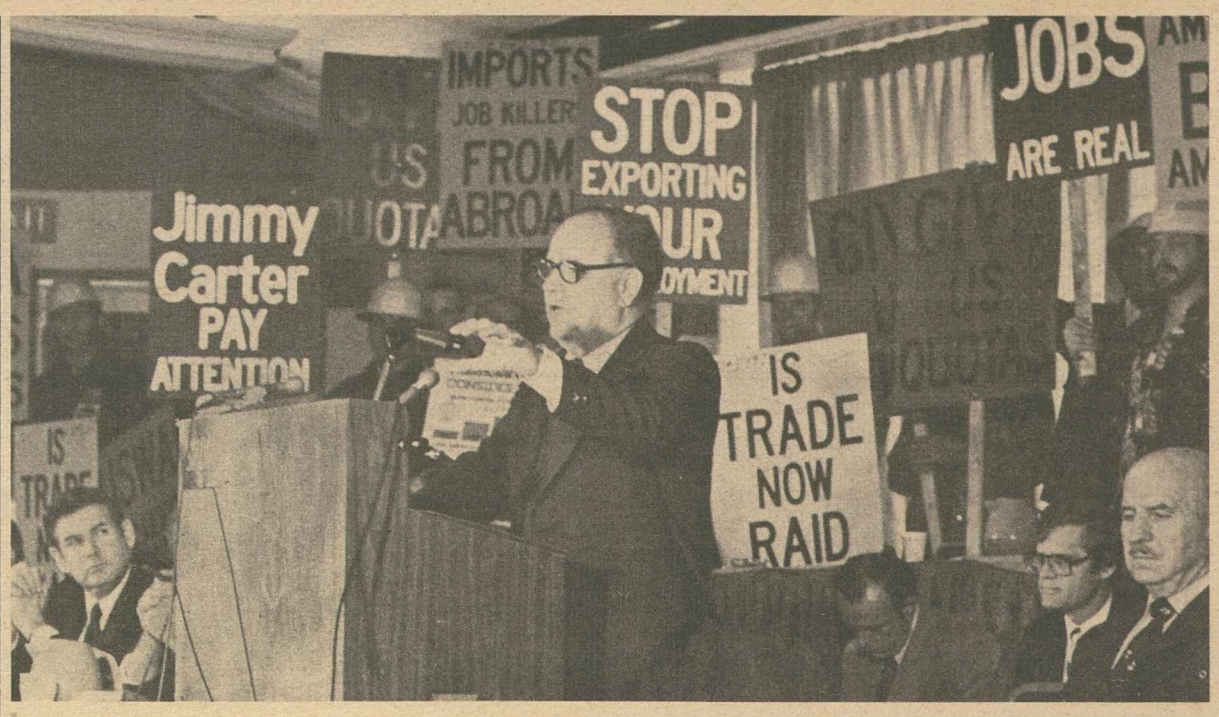
The committee majority insists that the influx of millions of additional workers in the public sector is needed to avoid still further increases in the payroll tax rate.

Unions in the local and state field are divided on the issue of compulsory coverage, although all are agreed on a provision of the bill that would require that a public agency that elected to be covered under social security cannot subsequently withdraw from the system.

But the principal unions representing federal and postal workers are strongly against merging the now-separate Civil Service Retirement System into social security.

The "decoupling" formula in the bill would correct a techincal flaw in the present benefit formula that overcompensates for inflation and would generate a big future deficit if uncorrected. The committee bill would continue cost-of-living adjustments for retired workers. For most active workers, future benefits would come to about 42 percent of pre-retirement wages.

It was still uncertain what amendments will be in order when the bill reaches the House floor. If there are severe restrictions on amendments, there could be a procedural battle over House adoption of the rules for consideration of the bill.



IMMEDIATE ACTION to curb an influx of unfair steel imports was called for by Steelworkers President Lloyd McBride at a Washington news conference. An estimated 60,000 USWA members have been laid off because of cut-rate imports. Demonstrating support for the union's position are workers from U.S. Steel's Homestead plant in Pittsburgh.

Steel Union Urges Negotiation Of Agreement to Curb Imports

(Continued from Page 1)

Under current trading arrangements, Japanese and Western European steel producers are supported in a variety of ways by their governments — through direct subsidies, tax concessions, and barriers to foreign competition.

This situation often means that foreign steelmakers can produce steel at full capacity, sell it at or below cost in the United States and still show an overall profit. When these producers actually lose money on steel production — as often happens—they are bailed out through government aid.

A vivid illustration was last week's ruling by the Treasury Dept. against several Japanese producers of carbon plate. Treasury officials ruled that the companies had been selling the basic steel products in the United States at a price below cost.

McBride said that in addition to an orderly marketing agreement, the union was simply requesting that the law be enforced against unfair imports—like the Treasury Dept.'s anti-dumping ruling, which provides for fines or other economic sanctions against cut-rate importers.

Meanwhile, the International Trade Commission has advised President Carter that the elimination or reduction of import quotas on five categories of specialty steel would have an adverse effect on the domestic industry.

Following the ITC report, a bipartisan group of 21 senators urged support of continuing specialty steel import quotas at their current levels.

The ITC reviewed the import quotas at the Administration's request as part of President Carter's reconsideration of current policy.

Unemployment in specialty steel ran as high as 40 percent before the quotas were placed on certain "bread and butter" type products in June 1976. Since then the industry has been making a gradual recovery.

The specialty steel industry employs about 65,000 workers, many of whom would be laid off if import quotas are reduced or discontinued, according to management and union testimony.

Against the background of a meeting later this week at the White House on the steel import question, the 21 senators held a "colloquy" prior to the conference at which they presented arguments in favor of continuing current import quotas on specialty steel.

The White House conference was to consider not only the specialty steel question, but the industry-wide crisis created by unfair imports generally. Union and management representatives will meet with Carter, as will economists, environmentalists and some members of the recently formed Congressional Steel Caucus, which was organized in the wake of the recent Youngstown lay-offs.

Labor-Employer Panel Asks Health Cost Curbs

(Continued from Page 1)

Meany and Reginald Jones, chairman of General Electric.

In a letter to AFL-CIO affiliates and state and central labor bodies, Meany characterized the panel's proposals as a "joint view as to appropriate policies and actions to achieve health care cost containment and improve the quality of health care."

Meany noted that "soaring health care costs, particularly those relating to hospitals, are a matter of national concern. They are an increasing financial burden on all segments of the economy and an important factor in the inflationary spiral."

National health insurance was not a subject addressed among the proposals since the panel gave opinions on only issues where substantial agreement existed between labor and management members.

The panel's report states that many high quality and low-cost treatments can be performed in out-patient clinics, medical centers for minor surgery, and in doctors' offices.

"Designers of employee and other benefit plans should recognize this, and not require hospitalization to cover treatment that can be performed without hospitalization," the panel said.

Some reform measures could be implemented through collective bargaining, the report suggested, to help curb the fast-paced growth in health care expenditures.

On payments to hospitals by third parties the report states that "the prevalent method of reimbursing hospitals (on a cost-plus basis) leads to escalating costs." The labor-management group advises "that hospitals be reimbursed on the basis of budgets or fixed schedule of reimbursement established in advance."

The 12-point proposal, which mentions some needed attitude changes rather than strict reforms, also calls for efforts to:

- Encourage development of health maintenance organizations, which provide comprehensive medical coverage on a prepaid, per-person basis.
- Avoid duplication of local facilities and equipment, as well as the sharing among hospitals of high-cost medical technology, and stricter state limits on hospital spending.
- Lower doctors' malpractice insurance rates through establishing common insurance pools and the setting of upper limits on trial awards.
- Urge patients to get a second opinion from another doctor before undergoing non-urgent surgery.
- Discourage unnecessary hospitalization for diagnostic testing.

AFL-CIO Backs Senate Ratification Terms Panama Canal Pacts Needed

(Continued from Page 1)

"U.S. citizens now employed in the Canal Zone will be protected and remunerated as U.S. government employees and will be offered new benefits tailored to fit the new treaty characteristics, such as early retirement," the council declared.

Kirkland told the Senate panel that "revisionist aspersions" on the role of the United States in drawing up the original Panama Canal treaty in 1903 are irrelevant to today's issues.

"Adverse judgments by this generation on the actions of another generation in another world three-quarters of a century ago, may excite the moralism of some but they have little persuasive appeal to our members," Kirkland said.

"In no way should the treaties now before you be painted or regarded as acts of atonement for American 'guilt,' for we are guilty of nothing. On the contrary, the construction and operation of the Panama Canal by the United States was and is an extraordinary service to humanity and to all the maritime nations of the world."

Kirkland deplored what he called a campaign by Latin American demagogues and by "our own guilt-mongers" to condemn the American presence in the Canal Zone as a locus of U.S. imperialism or racism.

Americans have no desire to become an old-time colonial power but are interested in the Canal Zone for very practical reasons, Kirkland said.

"Our real interest in this canal is simple and concrete and derives from its only real purpose and function," he said. "The function of the Panama Canal is to offer transit to the vessels of all nations which can fit into its locks from the Atlantic Ocean to the Pacific Ocean. That is all."

Los Angeles Citizen Goes Semi-Monthly

Los Angeles—The Citizen, prize-winning publication of the Los Angeles AFL-CIO, has switched from weekly to twice-a-month publication because of rising postal and production costs.

It had been published weekly for 81 years.

Correspondence about address corrections should be sent with attached mailing label to: AFL-CIO Subscriptions, Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

10-15-77

Slowing Economy Highlights Job Needs

AFL-CIO News

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GNP Rate Continues To Decline

By James M. Shevis

The slide in the nation's economic growth accelerated during the third quarter of the year, as the Commerce Dept. reported that total output increased at a below-par annual rate of 3.8 percent from July to September.

The sharp reduction in real gross national product — total output of goods and services adjusted for inflation — compared with a 6.2 percent growth rate in the April-June quarter and 7.5 percent in the January-March period, and spelled more bad news for millions of jobless Americans.

Economists generally agree that real GNP must increase at least 4 percent over a quarter to have any impact on employment.

AFL-CIO Research Director Rudy Oswald said the new report on economic growth proves "what we've been saying all along: we need the stimulus of more jobs to get people back to work." He said the 3.8 percent growth rate in the third quarter did not reflect a lack of demand in the economy but rather an under-utilization of productive capacity.

In Houston, where he was addressing a bankers' convention, Treasury Sec. W. Michael Blumenthal said the GNP figures showed "a marked slowing in the rate of economic growth from the first half of the year" but noted that the country had made progress since the depths of the 1973-75 recession.

The Commerce Dept. emphasized that the figures were a preliminary estimate based on incomplete source data. It said that data were not available on foreign trade and consumer prices, and were incomplete for inventories and domestic trade. Revised estimates will be issued next month.

The main factors in the third-quarter slowdown in growth were a decline in consumer purchases of goods and a leveling off in housing and business outlays for inventories, the government said.

Retail sales were sluggish as consumers saved a larger share of their after-tax income. Disposable personal income increased $28 billion over the quarter while personal outlays rose $24.1 billion, Commerce reported. As a result, personal saving increased $4 billion, and the saving rate—saving as a percentage of disposable income—rose from 5.3 percent in

(Continued on Page 8)

New Wage Law to Benefit 4.5 Million of Lowest-Paid

CONNECTICUT AFL-CIO President John J. Driscoll adresses a rally on the New Haven green sponsored by Americans for Justice on the Job in behalf of labor law reform. The rally occurred during the State AFL-CIO's convention, and focused on labor's boycott of J. P. Stevens & Co. products. Speakers included Stevens workers who recounted incidents of economic injustice at the hands of the giant textile producer. **(Story, Page 3)**

Bill Clears Final Vote In Congress

By David L. Perlman

Congress gave final approval to a labor-sought bill raising the minimum wage by more than 45 percent over the next four years —from the present $2.30 an hour to $3.35 on Jan. 1, 1981.

Its first step raise, to $2.65, will bring bigger paychecks to about 4.5 million low-paid workers on Jan. 1, 1978. And that first-year increase will inject more than $2 billion of job-creating purchasing power into the economy.

The economic stimulus will accelerate as the wage floor moves up to $2.90 in the second year, to $3.10 in the third year, and to $3.35 in the final step.

This wage step-up is only five cents an hour less than the $3.40 minimum the Senate had approved. But it is substantially better than the three-step House bill that topped off at $3.05 an hour.

The final version, shaped by a House-Senate conference committee, will exclude some employees of small stores now covered by the wage-hour law. But the retrogression is much less than the House had voted.

House conservatives sought to defeat the conference agreement because the small business exclusion was so watered down. But the House approved the final version, 236-187.

The bill sent to the President phases out or reduces many of the overtime exemptions now in the

(Continued on Page 3)

Glass Union Wage Gains End Strike

Toledo, Ohio — The Flint Glass Workers ended a four-week strike against 13 major glass manufacturers with a new three-year agreement that will bring wage increases totalling $1.90 an hour.

In addition to the wage gains, President George Parker of the union said the contract with the Glass Packaging Institute covering more than 3,000 Glass Workers provides for improved pension benefits and health insurance.

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To Further Human Rights:

6 Soviet Dissidents Asked to Convention

Six Soviet dissidents, including Nobel laureate Andrei Sakharov, have been invited to attend the AFL-CIO's 12th constitutional convention as guest observers in a test of the Soviet government's compliance with the 1975 Helsinki human rights accords.

The invitation to the Los Angeles meeting was extended in letters from AFL-CIO President George Meany, to Sakharov; Nadezhda Mandelshtam, widow of the Russian poet; Aleksandr Podrabinek, a psychiatrist; Anatoli Marchenko, a building tradesman and author; Vladimir Borisov, an electrician who served time in a psychiatric hospital, and Valentin Ivanov, also an electrician and human rights leader.

In a letter to President Carter informing him of the invitations, Meany reminded the President that he had recently signed legislation removing barriers to the granting of United States entry visas for foreign Communists, including agents of the Soviet system of labor control.

The McGovern amendment proclaimed that its purpose was to achieve greater U.S. compliance with the provisions of the Helsinki human rights agreement and to "encourage other signatory nations to comply more fully with those provisions."

"Now that our government has acted to perfect American compliance with the Helsinki agreement," Meany wrote the President, "the key issue goes to the heart of the second purpose of the legislation, which you supported: Will our government's actions succeed in encouraging the Soviet Union to 'comply more fully' with the provisions of the Hensinki agreement?

(Continued on Page 6)

Big Oil Companies Help Defeat Modest Cargo Preference Bill

The House killed a labor-supported bill that would have required that a modest share of this nation's oil imports be carried in American tankers.

On the showdown, a 257-165 majority sided with the multinational oil companies that use foreign-flag tankers immune from U.S. labor and safety laws to transport 97 percent of all petroleum products imported to the United States.

The bill the House turned down would have required initially that 4.5 percent of oil imports be carried in U.S. ships "to the extent that such vessels are available at fair and reasonable rates."

This ratio would have risen 1 percent a year until it reached 9.5 percent of petroleum cargo imports.

AFL-CIO President George Meany had urged House members to support the bill as a "modest but signficant step" toward "restoring the health and strength of the American merchant marine."

Its opponents, he charged, "are the giant oil companies, whose horrendous price and profit increases are still sending shockwaves through the economy." But "while many of them use red, white and blue signs to advertise their product, they are unwilling to fly the American flag."

Ironically, the House in 1974 had passed by a 266-136 vote a substantially stronger bill that President Ford killed with a pocket veto. That measure would have initially reserved 20 percent

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Consumer Aid Provision Lost In FTC Bill

Consumers suffered a setback as the House passed a Federal Trade Commission bill stripped of a labor-supported provision that would have allowed consumers to join in a "class action" suit against companies that violate FTC orders to halt deceptive practices.

The 281-125 vote deleting the class action provision was described by the Wall Street Journal as "a big victory for business interests."

The Journal said the heaviest lobbying against the consumer protection came from the Business Roundtable, made up of top execu-

(Continued on Page 8)

On Worldwide Scale:

300 Leaders Form Human Rights Group

New York—Leaders and representatives of a number of labor, civil rights, religious, and liberal organizations have agreed to form a new, broadly based national coalition to further the cause of worldwide human rights.

The coalition, which will be patterned after the Leadership Conference for Civil Rights that mobilized support for issues relating to ending discrimination during the 1960s, was launched at a meeting here of some 300 leaders of organizations committed to the advancement of international human rights.

Tentatively called the National Conference on Human Rights, the coalition is spearheaded by Bayard Rustin, president of the A. Philip Randolph Institute, and national chairman of the Social Democrats, U.S.A.

In a message to the conference, AFL-CIO President George Meany noted that human rights are the foundation of trade union rights.

"Where human rights are denied, trade union rights cannot exist," Meany declared, "and where workers are not free to organize free and independent trade unions, other human rights remain unfulfilled."

Meany added that organized labor "has a clear and vested interest in the struggle for human rights," and said he hoped that the coalition would lead to "a strengthening of the American constituency for human rights everywhere."

President Sol. C. Chaikin of the Ladies' Garment Workers, a panelist at the meeting, said that labor is committed to a single standard of human rights. A member of the United States delegation to the current Helsinki agreement review conference in Belgrade, Yugoslavia, Chaikin noted that free trade unions were always among the first to suffer repression under a dictatorship.

The American labor movement, he observed, was one of the first institutions to respond to the plight of the victims of Nazi terror before World War II. In recent years, democracy has received many setbacks, Chaikin said.

"We have seen the lights go out and the curtains lowered," he said. "This process has got to be reversed."

The coalition's sponsors, who include AFL-CIO Sec.-Treas. Lane Kirkland, Chaikin, Teachers President Albert Shanker, Auto Workers President Douglas Fraser, and President Frederick O'Neal of the Actors & Artistes, noted significant parallels between the human rights movement and the civil rights movement of the 1960s.

"The new movement is rooted in the same moral concern with individual human dignity as was the movement for racial justice in the U.S.," a conference statement observed.

In a keynote address, Rustin noted that "some people say that we should not presume to concern ourselves with conditions in other countries which have different histories from our own" on the grounds that to do so would "constitute interference in the internal affairs of other countries."

But, he said, his response to this view is that of Martin Luther King, Jr., who observed from his cell in the Birmingham jail: "Injustice anywhere is a threat to justice everywhere."

The functions of the new coalition are educational, including sharing information and working as a clearinghouse. A primary goal is to increase public awareness of human rights issues. Its next steps are organizing and fund-raising.

Also attending the conference as observers were relatives and friends of political prisoners from around the world, as well as leaders of exile movements working for the establishment of electoral, constitutional government in countries that are presently dictatorships of the left and right.

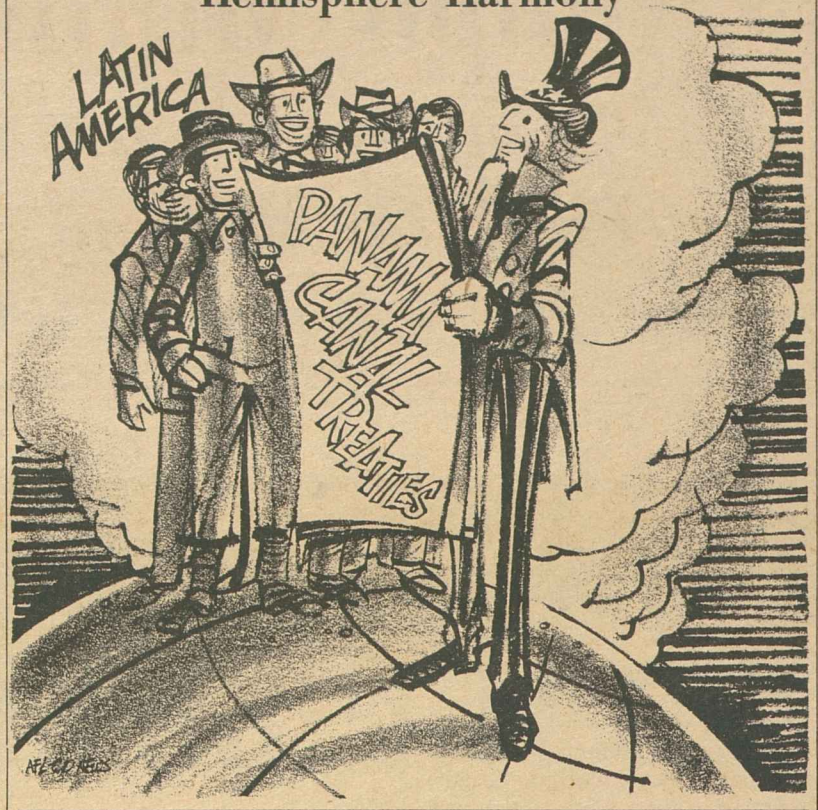
They included the wife of Huber Matos, the most celebrated political prisoner in Cuba; the daughter of Tran Van Tuyen, former chairman of the South Vietnam chapter of the International League for Human Rights, and Cuchulain Moriarity, representing the Chile Coordinating Committee that is investigating the disappearance of Chilean citizens who voice opposition to government policies.

Chamberlain, Shiskin Confirmed by Senate

The Senate confirmed the nominations of Julius Shiskin for another term as Commissioner of Labor Statistics and Charles J. Chamberlain as the labor member of the Railroad Retirement Board.

Shiskin, appointed originally by former President Nixon, began his first term on Aug. 1, 1973. He will serve another four years. Chamberlain, who is president of the Railway Signalmen, will serve through Aug. 28, 1979.

Hemisphere Harmony



5,000 Georgia Workers Join Lockheed Strike

Another 5,000 Lockheed Corp. workers left their jobs as the Machinists failed to reach agreement on a new contract at the company's Marietta, Ga., plant.

IAM members struck the aircraft manufacturer's Georgia plant at 12:01 a.m. on Oct. 19, three days after rejecting the firm's latest offer. It was the first strike at the plant in almost 20 years.

President Reeves Bowen of IAM Local 709 said the strike vote was overwhelmingly in favor of the walkout. Meanwhile, IAM members at Lockheed's three California plants continued to stay away from their jobs in a similar contract dispute.

In Seattle, where members of the Machinists struck the giant Boeing Co. on Oct 3, little apparent progress toward a contract settlement has occurred. Negotiations between the union and the nation's largest aircraft maker broke off on Oct. 14, but resumed again on Oct. 20.

The union hopes to establish a contract with Boeing that will serve as a model for its contracts covering thousands of other workers at other aerospace companies. IAM represents some 175,000 aerospace workers.

Justin Ostro, an IAM vice president who is coordinating the Machinists' negotiations with both Lockheed and Boeing, said that Lockheed had offered "a take-away contract" and that Boeing's offer was "so low it is insulting."

The union's negotiations with McDonnell Douglas and Rockwell International, at a critical stage with contracts terminating shortly, slowed as both sides awaited possible developments at Boeing and Lockheed.

The Boeing strike affects hourly production and maintenance workers in the Puget Sound area, Portland, Ore., Wichita, Kan., Cape Canaveral, Fla., and at a number of missile bases.

The Boeing workers are engaged in the production of the company's 707, 727, 737, and 747 passenger jetliners. The union membership sanctioned strike action on Sept. 20 by a 90 percent vote.

Lockheed's struck plants in California are in Burbank, the company's headquarters; Palmdale, and Sunnyvale. Work schedules were sharply cut back at all three locations because of the walkouts there. The California strikes began on Oct. 10.

Vermont Set To Fight New RTW Drive

Burlington, Vt. — Delegates to the Vermont AFL-CIO's convention pledged to fight any attempt to institute a "right-to-work" law in the state, stressed the need of labor law reform and re-elected top officers.

Key resolutions adopted by the 120 delegates called for passage of state legislation to provide for binding arbitration on unresolved public employee collective bargaining issues since state and local government workers in Vermont are prohibited from striking under state law.

The convention also urged improvements in the unemployment compensation system and strong legislation barring employers from hiring illegal aliens.

President Robert Clark and Sec.-Treas. Ralph Crippen were re-elected to new terms without opposition, as were the state federation's two other top officers.

Major speakers at the three-day convention included Vermont Senator Robert T. Stafford (R) and Rep. James Jeffords (R) who pledged to work for passage of labor law reform. Sen. Patrick Leahy (D) also spoke.

In addition to reaffirming support of efforts to overhaul the federal labor laws, the convention endorsed the drive for Hatch Act improvements and the boycott of J. P. Stevens products.

The delegates and convention guests were served meals on paper tableclothes in the Burlington hotel's dining room. This was at the state federation's request, since the hotel's usual tableclothes were made made at J. P. Stevens.

In reviewing occupational safety and health enforcement delegates stressed the need to supplement federal efforts with a sound state program that provides coverage for the smaller shops currently excluded from the federal Occupational Safety & Health Act.

Single Workers, Wives Swell U.S. Labor Force

Single men and married women accounted for well over half the 2.7 million increase in the nation's labor force during the 12 months ended in March 1977, the Bureau of Labor Statistics reported.

The two groups together were responsible for 57 percent of the labor force growth between March 1976 and March 1977. Nearly three-quarters of a million more single men—those never married—were in the labor force than a year earlier.

The rise in the number of working wives with a husband in the household, about 825,000, was one of the largest over-the-year increases on record, BLS said. Their labor force participation rate rose to 46.6 percent.

Although smaller than that of their male counterparts, the rise among single women was a substantial 390,000 over the 12-month period. The labor force increases among single workers "reflect the long-term growth in the number of single persons 20 to 30 years old due primarily to the aging of the enormous number of children born in the late 1940s and 1950s," BLS said.

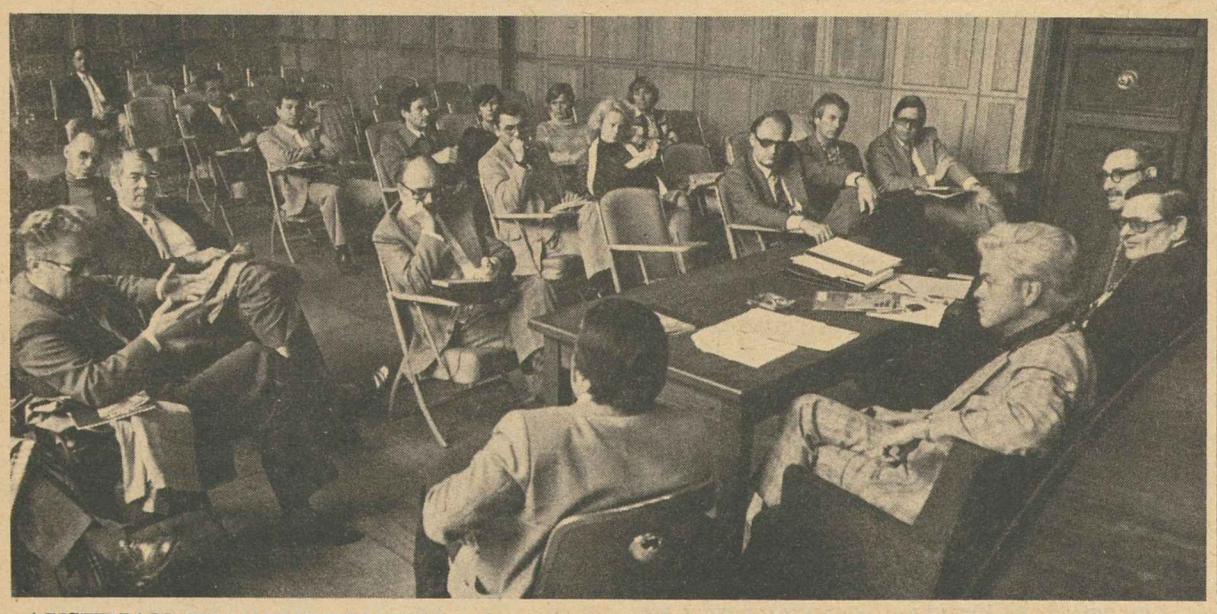
"In addition, many of these persons are marrying somewhat later than has been the case in recent decades, thus contributing to the rise in the number of independent, one-person households," BLS explained.

Almost half of the wives in the labor force in March 1977 had no children under 18 years old, and for the first time in several years their labor force participation rate edged up, reaching 44.9 percent, BLS said.

The participation rates for wives with children under age 18 rose sharply over the year—from 53.7 to 55.6 percent for wives with school-age children and from 37.4 to 39.3 percent for wives with children under age 6. Other highlights of the BLS report:

- Nearly two-thirds of the 15.5 million mothers in the labor force were employed full-time in March 1977.
- Multi-earner families accounted for about 57.3 percent of the 47.5 million husband-wife families, and in the majority of these families—84 percent of them—both husband and wife were earners.

The female labor force expanded more sharply than the male labor force during the survey year, as some 1.6 million women were added to the job market, a boost of 4.1 percent to 39.4 million, BLS said.



AUSTRIAN TRADE UNIONISTS and employers visiting Washington sat in on a panel discussion on apprentice training at the AFL-CIO headquarters. They also visited the George Meany Center for Labor Studies and a local union hall. While in the capital, they were guests of the federation's International Affairs and Education departments.

Congress Adopts Minimum Wage Law

Pay Floor Up 45% in Four Years To Help Lowest-Paid 4.5 Million

(Continued from Page 1)

bill. The beneficiaries will include hotel and restaurant workers and agricultural processing workers.

It also makes a start towards reducing the tip credit that allows some employers to pay only half the minimum wage.

President Carter's signature on the legislation will signal a triumph for the labor movement and its allies in the Coalition for a Fair Minimum Wage.

The coalition, which worked closely with the Administration in shepherding the minimum wage bill through Congress, was formed last spring to press for a better bill than the President was then proposing.

In testimony last March before the House subcommittee headed by Rep. John H. Dent (D-Pa.), the Administration asked only a $2.50 an hour minimum, with future increases tied to an inadequate indexing formula.

Within days, a call-to-action telegram went out to some 200 organizations with a demonstrated concern for social justice. It was signed by Clarence Mitchell, chairman of the Leadership Conference on Civil Rights; Meany; the Rev. Theodore M. Hesburgh, president of Notre Dame University, and Dorothy Height, president of the National Council of Negro Women.

A delegation from the coalition met with President Carter soon after—in the first of a series of high level meetings with White House officials that was to bring about a minimum wage bill acceptable to the Administration and to the coalition. It was not until the second week in July that agreement was reached.

The new bill Carter said he would support provided the $2.65 first-step increase that is in the bill Congress enacted. It would subsequently have tied the wage floor to 53 percent of the average factory wage, a concept the AFL-CIO supports.

"We applaud the President for his decision," Meany said. The AFL-CIO pressed Congress "to move quickly to translate this agreement into legislation."

And move quickly it did, in terms of the customary pace of legislation. Dent, who has sponsored a higher minimum wage bill that labor had endorsed, became the principal sponsor of the new bill. When Dent was sidelined by an operation, Rep. Phillip Burton (D-Calif.) took over as floor leader. But Dent was able to return to the House when the conference agreement was up for final passage and make the concluding speech for its approval.

Within weeks, the House Education & Labor Committee had given 29-7 endorsement to the Administration-supported wage formula, plus additional provisions reducing overtime exemptions and partially phasing out the tip credit.

The AFL-CIO Task Force on Labor Law Reform made minimum wage a high priority goal and helped mobilize nationwide support.

The House leadership sought to bring it to a vote before the August recess of Congress, but a mini-filibuster—delaying tactics by opponents — forced postponement of a floor vote until September.

Meanwhile, a politically potent employer coalition gained time to bring counter-pressure to hold down the amount of the increase, initiate a subminimum wage for workers under 20 and resist any change in the tip credit.

When the bill reached the House floor in mid-September, the subminimum youth wage amendment was beaten by a hairsbreadth 211-210 margin.

But other provisions in the committee bill were cut back. The indexing concept was scrapped in favor of a three-step raise to $3.05 an hour, a higher wage level than House conservatives had originally proposed.

The House rejected any change in the tip credit. And just before passing the bill it adopted an amendment that would have doubled the sales test that determines whether stores and service establishments are covered by the wage-hour law. The amended bill was then approved, 309-96.

The Senate Human Resources Committee, meanwhile, had approved the Administration's minimum wage formula and added a section phasing out most of the tip credit.

But as the bill awaited Senate floor action, it became evident that the index to the factory wage concept could not command majority support. So Committee Chairman Harrison A. Williams, Jr. (D-N.J.), who supported indexing, and Sen. Jacob K. Javits (R-N.Y.), who opposed indexing, joined in sponsoring a four-step rise in the minimum to $3.40 an hour. Their step-ups would be in line with Labor Dept. estimates of what an indexing formula would produce for each of the years.

The Administration, the AFL-CIO and its coalition allies all endorsed the plan. It passed the Senate easily, a series of youth subminimum amendments were beaten, a tip credit compromise was approved and a small business compromise was adopted.

The Senate bill, Meany said, was "a significant improvement over the House version."

THE BLACK EXPERIENCE is the theme of an art exhibit at the American Federation of State, County & Municipal Employees headquarters in Washington. The public showing will continue through December featuring 50 original engravings, documents, lithographs and other works of art covering more than two centuries of Afro-American history.

Connecticut Targets Labor Law Reform

New Haven, Conn.—The Connecticut State AFL-CIO's annual convention zeroed in on the need for labor law reform, calling upon Congress ultimately to enact a legislative package without weakening amendments.

Thomas R. Donahue, executive assistant to AFL-CIO President George Meany, told the 1,000 delegates and their guests that unless they impressed upon their congressmen the critical need for overhauling the nation's basic labor laws the intensive lobbying by employer groups could succeed in drastically weakening the labor-supported Administration bill.

During the three-day meeting, delegates passed a resolution supporting major labor law reforms. The House passed a landmark bill earlier this month, and the Senate is expected to act on a similar measure next year.

The convention also adopted resolutions supporting passage of the Humphrey-Hawkins Full Employment bill, the AFL-CIO energy program, National Health Security, and the minimum wage improvements subsequently approved by Congress.

On the second day of the convention, delegates joined workers from plants in the New Haven area in a rally and march to underscore the need for labor law reform. The demonstration, sponsored by Americans for Justice on the Job coalition, took place on the New Haven green, and focused on labor's national boycott of J. P. Stevens & Co. products.

Among those addressing the rally were Addie Jackson and Myrtle Cribbs, former workers at Stevens's Statesboro, Ga., plant.

The delegates, representing 64 national and international unions, also elected officers, heard from other speakers, and conducted other business.

John J. Driscoll was unanimously re-elected to his ninth two-year term as president of the state organization. His re-election came after Vincent J. Sirabella, president of the Greater New Haven Labor Council, withdrew his candidacy.

Terrence Quinn, business agent of Plumbers & Pipe Fitters Local 305 in New London, was elected to the newly created position of general vice president. Gordon Sawyer was chosen to succeed Justin Ostro as executive vice president, and Dominic J. Badolato was elected to replace Michael Ferrucci, Jr., as executive secretary.

National COPE Director Al Barkan told the delegates that some COPE-backed congressmen have acted in the interests of organized business and industry while forgetting labor's help in getting them elected.

"We must judge the bottom line," Barkan said. "That means their voting records. If they think we . . . will support them despite their records, they are mistaken."

Major Provisions in New Wage Law

WAGES

The federal minimum wage is now $2.30 an hour for nonfarm workers and $2.20 for farm workers. It will increase for both groups in the four steps shown below:

Jan. 1, 1978—to $2.65 an hour.
Jan. 1, 1979—to $2.90 an hour.
Jan. 1, 1980—to $3.10 an hour.
Jan. 1, 1981—to $3.35 an hour.

Under present law, various groups of workers in Puerto Rico and the Virgin Islands are covered by industry wage orders setting minimum rates of less than $2.30 an hour. These groups, until they reach the mainland minimum, will have their wage floor raised as follows:

Workers whose minimums are at least $2 an hour by the end of this year will receive increases of 25 cents an hour on Jan. 1, 1978 and 30 cents an hour on Jan. 1, 1979 and each year thereafter until parity is achieved.

Workers under wage orders less than $2 an hour will have their minimum increased by 20 cents on Jan. 1, 1978. Their pay floor will then go up by 25 cents on Jan. 1, 1979 and each year until it reaches the $2.30 level. Then it will rise 30 cents a year until parity with the mainland rate is achieved. Wage boards in Puerto Rico can provide larger increases, but not smaller raises.

OVERTIME EXEMPTIONS

Presently, some 2.4 million restaurant, hotel and motel employees do not have to be paid time and one-half overtime rates until they have worked more than 46 hours in a week. Only maids and custodial employees are now covered by the 40-hour workweek.

On Jan. 1, 1978, the 46-hour straight-time workweek drops to 44 hours and on Jan. 1, 1979 these workers will be entitled to overtime rates after 40 hours a week.

Present law provides a complicated system of seasonal overtime exemptions for cotton ginning workers and sugar beet and sugar cane processing. The new legislation would reduce but not eliminate this exemption. But it would end a present exemption for workers in shade-grown tobacco, which is used as cigar wrappers.

The total exemption for concessionaires providing accommodations and food in national parks is modified so that the 20,000 workers affected would receive at least the minimum wage and overtime after 56 hours a week.

COVERAGE

Present law covers retail and service establishments with a sales volume of at least $250,000 a year. The new law will remove some workers in small stores from the law's protection by increasing the sales volume test for coverage. It will rise to $275,000 on July 1, 1978, to $325,000 on July 1, 1980, and to $362,500 on Dec. 31, 1981.

The July effective date ensures that any workers whose jobs are dropped from coverage will have received the minimum wage increase that went into effect the previous January.

STUDENT RATE

Present law allows an employer to employ up to four full-time students for part-time jobs at 85 percent of the minimum wage without precertification, provided that they do not displace adult workers. The new law allows up to six such student employees and simplifies the paperwork in obtaining Labor Dept. certification.

TIP CREDIT

Present law that allows an employer to pay only 50 percent of the minimum wage to a worker who receives tips at least equal to the difference is left unchanged during 1978.

But on Jan. 1, 1979, an employer will have to pay at least 55 percent of the minimum wage to workers who get tips. On Jan. 1, 1980 and thereafter, he would have to pay at least 60 percent of the minimum wage.

The Human Rights Challenge

THERE WAS A TIME in man's long struggle for survival on the earth when he could escape from tyranny and greed by crossing an ocean or a mountain range.

America was colonized by Pilgrims, Huguenots, and Jews seeking religious freedom, by indentured servants and apprentices from Europe seeking economic freedom, by prisoners and debtors from British jails who poured into Georgia and the West Indies seeking political freedom.

And when tyranny festered along the Eastern seaboard, Acadians left Nova Scotia and traveled down the Mississippi to Louisiana, free men deprived of land and burdened by taxes crossed the Alleghenies into the wilderness beyond, and Mormons went west to Utah.

For centuries, on every continent, man was able to escape, to move on, to run away to freedom. And, if we are to believe today's science fiction, there may be a time when man can escape the tyranny of the planet and fight star wars for human rights and freedom on other planets.

But as things now stand, there are no places left to run to on mother earth. We must now turn and defend our rights. We must fight for them as subtly and as diplomatically as we can, short of war and nuclear holocaust, in a maze of national governments of all political persuasions and all degrees of civilization.

It is a challenge such as mankind has never faced to such a degree before.

The American labor movement has been, since its beginnings, deeply concerned with all aspects of human rights. The word "brotherhood" in the title of our organization was not idly inserted there. It symbolizes the very nature of our union. It implies the sharing of responsibility, obedience to law. It is the strength of the past and the hope of the future.

One thing the Communists and the radical revolutionists of the world never seem to understand is that a rank-and-file worker is not a nameless unit in a mass humanity, ready to be swayed with every revolutionary tide. He is an individual human being and not a "proletarian." His work gives him a purchasing power which makes him a customer in the marketplace and even a stockholder in industry. In America he is a citizen in a free republic. He votes as he pleases and for whom he pleases.

THIS IS THE STRENGTH of human rights in America and our most valuable export.

We as a nation must do the following things if we are to advance human rights and maintain freedom around the world:

- **We must not only set an example as a nation of just laws, but we must actively support efforts by the people of other nations to obtain similar laws for themselves.**
- **If we are to continue to provide American arms and munitions to other nations, we must see to it that these arms and munitions are not designed to bolster dictatorships and deny human rights to the citizenry.**
- **We must continue to take a firm stance in the United Nations and other world bodies.**

We are a big and important nation, and we should act that way. Detente has not proven successful. Let's go to world bargaining tables with firm conviction that human rights are paramount.

—From a column by Carpenter's President William Sidell in the October issue of The Carpenter.

AFL-CIO News

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Witch's Brew

Legal Hurdle Unsettled:

Lawyers Look to Unionization As Field Gets Overcrowded

By Gus Tyler

DO LAWYERS have the right to join unions?

Sooner or later, the question had to arise. What with agents of the Internal Revenue Service, baseball players, doctors in municipal hospitals, screen writers and school administrators in unions, why not lawyers?

The question is not purely academic. In Wayne County, Mich., lawyers on the staff of the Neighborhood Legal Services in Detroit are claiming the right to belong to a union. They have brought their case to the National Labor Relations Board.

Up until recently, it was simply assumed that lawyers had no standing under the National Labor Relations Act. Law firms that were not eager for their staff—professional or clerical—to organize used a very lawyerish ploy to exempt themselves from the prevailing law.

The firms simply noted that they were not involved in interstate commerce. And since the National Labor Relations Act is a child of the commerce clause of the U.S. Constitution, it followed that law firms were outside the scope of the federal legislation.

But a couple of years ago, that seemingly plausible theory was brushed aside by the U.S. Supreme Court in a case that really had nothing at all to do with labor relations. The case involved restraint of trade by the Virginia State Bar Association, which had been fixing minimum rates for a variety of legal services. In protest against this price-fixing practice, the association was challenged in court.

The association pleaded that its conduct—good, bad, or indifferent—was no business of the federal courts since the lawyers were not affecting interstate commerce. But the court decided to the contrary, arguing that lawyers engaged in corporate and other business affairs were swimming right in the middle of the "stream of commerce." The court also found that the bar had been restraining trade.

Now that the way was opened for lawyers' unions, law firms came up with a second line of argument: conflict of interest by lawyers. It was argued that a lawyer had a certain "confidential" relationship with corporations, with access to the books and the mysteries of companies. These same lawyers would be in a conflict-of-interest position if the corporations they represented were confronted with a union of which the lawyers might be members.

This line of sophisticated and imaginative logic was advanced by a prominent Boston law firm that was challenged by its United File Room Clerks and Messengers before the National Labor Relations Board. These rank-and-filers counter-argued that other "confidential employees" had the right to join unions: secretaries, workers in defense plants and brokerage houses, accountants, etc. They granted that if there were cases of individual conflict they could be handled by the NLRB on a case-by-case basis. The NLRB accepted the logic.

Although in the Detroit case, the NLRB had recognized the right of the Wayne County lawyers to organize, the question has not yet been settled. The matter will undoubtedly be appealed to the courts.

WHATEVER THE OUTCOME, my prediction is that lawyers will not let up in their efforts to organize. The reason? Since 1968, the number of law school graduates has doubled.

By 1985, predicts the Bureau of Labor Statistics, some 100,000 lawyers won't be able to find jobs. Which means that lawyers—like any other body of employees in an overcrowded labor market—will face firings and low pay. That's why they'll want to have the right to join a union—like anybody else.

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UNION LABEL AND SERVICE TRADES DEPT., AFL-CIO

Norman Hill Writes:

Anti-Labor Cliches Distort Unions' Fight on Job Bias

The following is excerpted from a review by Norman Hill, executive director of the A. Philip Randolph Institute, which appeared in the Sept. 12, 1977 issue of the New Leader.

FEW QUESTIONS have been more agonizing or more difficult to solve than the question of how to insure this country's black citizens full and equal economic participation. The problem has assumed particular urgency now because, on the one hand, conflicts over seniority and quotas are threatening to erode the traditional alliance between blacks, labor and Jews, while on the other the nation as a whole seems to be in retreat from the promises of racial justice that formed much of the social dynamic of the '60s.

William B. Gould, a law professor at Stanford University, has undertaken an examination of some of these sensitive issues. Unfortunately, his book obscures more than it clarifies. Gould does not suceed in untangling the complex array of relevant court cases, so that those unfamiliar with the field will probably be left confused rather than enlightened.

Nor does the author come close to adequately surveying the racial practices of trade, public employee or industrial unions. Instead, he concentrates on legal contests involving the construction trades, where he is able to make a better case against the labor movement.

That suggests the most fundamental flaw of black workers in white unions: A polemic against labor overshadows Gould's analysis of the law. His thesis is that discriminatory practices by unions are the main barriers to black economic advancement. Thus the AFL-CIO is described as at best unsympathetic to the plight of black workers, and at worst openly hostile to their interests. What appears to be liberalism on civil rights and economic issues, we are told, should be dismissed as cynicism and hypocrisy that mask labor's "antediluvian role in racial relations." In short, the author sees the labor movement as simply another institution that discriminates.

Gould's ventures into sociological, historical and political terrain are on a rather low level; indeed, they do not advance much beyond the anti-labor clichés of affluent liberals. When he condescendingly tells labor, for example, that it "must reach out to represent all workers regardless of color—not just the small baronies of senior workers who are white," he is echoing a patently false stereotype.

The limitations of his approach are clearly shown, first, by his neglect of the economic context past discrimination must be seen in. He does not systematically examine the importance of the general state of the economy in determining union responsiveness to black demands, and barely mentions how vital full employment is to black economic advancement. Yet the criticisms of labor advanced by the author and others are essentially political, and revolve precisely around such issues.

The labor movement has felt, with considerable justification, that a healthy and rapidly growing economy would provide the most powerful thrust possible toward black equality. Gould places his faith in the courts or administrative procedures, and treats this difference in tactics as a divergence in fundamental values.

Gould's claims notwithstanding, black workers have a profound stake in the strength and health of the labor movement. A Bureau of Labor Statistics study has found that belonging to a union increases the wages of black men by 27 percent and of black women by 19 percent.

Wage and unemployment data have also consistently shown that there is greater racial equality in the unionized sector of the economy than in the nonunion sector. Black workers will not benefit if the seniority system is made to bear the burden of rectifying society's discrimination and the labor movement is thereby weakened or destroyed.

There is no denying that there have been, and will probably continue to be, serious disagreements between labor leaders and some civil rights activists over the scope of Title VII remedies. Those disagreements, while regrettable, are legitimate. What is not legitimate is escalating differences over interpretations of the law into a contention that the labor movement is hostile to blacks, or portraying labor's resistance to quotas and its insistence upon maintaining seniority as opposition to black advancement.

FAR MORE CONSTRUCTIVE and accurate is the belief of Eleanor Holmes Norton, the new head of the Equal Employment Opportunity Commission, that organized labor is likely to be an ally and not a foe in efforts to end discrimination.

For the fact remains that the labor movement, whatever its shortcomings, has consistently shown a fundamental commitment to racial equality. Its economic and social programs, its drive to organize the South, represent the best hope for millions of black workers. To refuse to recognize the progressive role of American labor is to doom black Americans to continued inequality.

Subpoverty Subsistence:

Carter's Welfare Proposals Fall Short of Needed Reform

MAJOR DEFECTS in President Carter's welfare plan leave it far short of the kind of genuine reform needed to lift all of the nation's poor out of poverty as quickly as possible, AFL-CIO Social Security Director Bert Seidman declared on Labor News Conference.

Stressing that the immediate goal of a revamped welfare system should be at least a poverty-level subsistence and the long-range goal somewhat above that, Seidman said that the Carter proposal provides for only two-thirds of the current poverty level income. Even that "woefully inadequate" level would not be reached for several years, and there is no provision for increases beyond that, regardless of price increases, he added.

As a result, "people who have to depend upon payments from welfare because they, for one reason or another, are unable to work and should not be expected to work would be frozen at two-thirds of the poverty level," he asserted.

Seidman pointed out that although the Carter plan provides for voluntary state supplementation of the subpoverty-level payments, there is no way of knowing whether or not the states will, in fact, make such add-ons. He said that it would be much better to shape a "combined federal-state package with required, not voluntary, state supplementation." That kind of approach would provide fiscal relief for the states and, at the same time, assure that nobody would be worse off than they are under the present system, he observed.

Seidman said that there is one aspect of the Administration plan—its overall structure—with which the AFL-CIO agrees.

"The AFL-CIO has long felt that no single program is going to meet the needs of all the poor. President Carter has recognized that in his plan, and he has different kinds of measures to deal with the problems of people who shouldn't be expected to work at all. . . ."

But, he said, the plan has serious defects regarding not only people who should not be expected to work but also those who are expected to work.

Seidman also said that aspects of the Carter plan that deal with welfare recipients who are expected to work are flawed, especially in the area of wage rates. He said that Carter proposes to replace the present Public Service Employment program, under which workers are paid the prevailing wage rates, with a new program under which almost all of the jobs would be paid at only the minimum wage. That would mean, he said, that those holding jobs under the Carter program would be underpaid and would be undermining the wage standards of other workers who are employed in the same kind of work.

He was questioned by Rachelle Patterson of the Boston Globe and Nick Kotz, freelance reporter and writer, and co-author of "A Passion for Equality," a study of the welfare rights issue.

Clash on Causes:

Soaring Health Costs Spur Public Forums

By Sidney Margolius

THE RELENTLESS INCREASE in medical costs, currently rising at a 50 percent faster rate than the cost of living as a whole, is diverting an ever larger portion of family and national income into medical expenditures; has caused noticeable anxiety among moderate-income families; has skyrocketed Blue Cross and other hospital insurance rates, and is making health plan administrators increasingly worried about the much higher amounts they must pay each year for health insurance.

An especially alarming aspect of the increase in medical costs is that it shows no sign of abating even though the inflation itself has slowed down to a trot from the galloping rates of the mid-1970s. Overall living costs have gone up 6.6 percent this year, which is drastic enough. But medical care costs have jumped 9.7 percent.

Hospital charges have been especially volatile and responsible for a large part of the leap in medical bills. Hospital room rates have gone up 203 percent since 1967 compared to what is an already burdensome inflation of 84 percent in that period. Doctors' fees also have been a big force behind the jump in medical costs, with a total rise of 107 percent since 1967.

One of the most serious controversies arising from the galloping costs is the growing disagreement bewteen doctors and health plan administrators over how much care is essential. These differences were demonstrated at a recent series of public forums sponsored by Group Health, Inc., a nonprofit medical insurance organization in New York State, with Stephen Vladeck, a long-time labor union attorney, as chairman.

To put it simply, the doctors want to use as many medical procedures and diagnostic tests, and as much hospitalization, etc., as they think may be useful, with the expense considerations secondary. At one of the GHI forums, a leading medical school dean argued that when a balloonist is lost over the ocean or a man is stuck in a cave we're willing to spend millions to save him. But when it comes to medical care for the ordinary individual, then we start thinking about costs, he pointed out.

Medical authorities also have brought out that one of the reasons why doctors make many expensive lab tests nowadays is what they call "defensive medicine," actually defense against any possible malpractice suit later.

BUT HEALTH PLAN administrators increasingly are questioning the need for all the tests and the "enormous" costs and, often, increased hospital stays they involve. As we've seen, runaway hospital room fees are the leading factor in pushing up overall medical costs and insurance bills.

At one of the forums, Andrew Deutch, a municipal health expense researcher, noted that "procedural experimentation and frequently excessive testing may keep a patient hospitalized from one to five days longer than medically necessary."

Deutch pointed out that hospital stays vary noticeably in different cities. Revealingly he noted that the number of lab tests ordered in hospitals quadruples in July. This is the month when new interns join the staff. Deutch claims that the "excessive tests" are ordered to familiarize the new doctors with the interpretation of the results.

At least two solutions which may help alleviate the runaway costs have emerged from the GHI and other forums. One of the most promising tools for controlling medical costs appears to be the trend to get a "second opinion" before going into surgery, said Harry Avrutin, secretary of the New York City Central Labor Council. Some union-managed health plans already have instituted such consultation procedures both to restrain costs and to save their members from any possibly unnecessary surgery.

The other is broad agreement that present hospital reimbursement formulas tend to encourage over-utilization. Even the Blue Cross plans around the country now are trying to get hospitals to avoid unnecessary expansion, duplicate equipment, overly long stays and other causes of booming costs.

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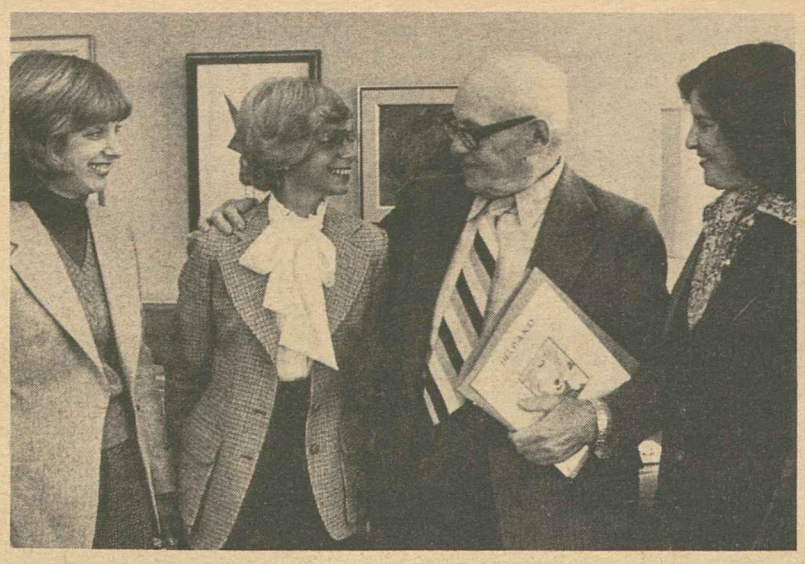
GENUINE REFORM of the welfare system to lift all of the poor out of poverty as quickly as possible can't be found in the plan President Carter has urged Congress to approve, AFL-CIO Social Security Director Bert Seidman, center, declared on Labor News Conference. Questioning him were Rachelle Patterson of the Boston Globe and freelance writer and reporter Nick Kotz.



CHRISTMAS CARD brochure featuring an original oil painting by AFL-CIO President George Meany is presented with thanks for permission to use it by members of the League of the Children's Hospital of Philadelphia. Meany did the painting several years ago for his grandson Christopher Lee. The card will be sold by the league to raise funds for the hospital, the oldest children's hospital in the nation.

Invitation to Dissidents To Test Rights Accord

(Continued from Page 1)

"In other words, will the Soviet authorities issue exit visas for our invited guests—and, of course, allow them to return home?

"If our good example leaves the Soviet Union unmoved," Meany continued, "many Americans concerned with the cause of human rights will doubtless conclude that a major argument in favor of the vaunted change in our visa policies has proved gravely erroneous. If only to avoid such disenchantment and to lend a semblance of symmetry to U.S.-Soviet adherence to the Helsinki agreement, I should think our government would want to make the most vigorous representations to the Soviet government to facilitate the visits of our invited guests."

Meany also advised Sec. of State Cyrus Vance and the U.S. delegation to the Belgrade review conference on the Helsinki accords of his actions, noting that the issues raised by the invitations go to the heart of the 1975 agreement.

"The issue is clear," Meany said. "The McGovern amendment has successfully removed virtually all obstacles in the way of Soviet apologists bringing agents of the Soviet government into this country in the fraudulent guise of 'trade unionists'. We want to know whether individuals and groups who are in the mainstream of American democratic thought can effectively invite Russians with whom they wish to meet."

Meany indicated in his letters to Ambassador Arthur Goldberg, chief U.S. representative to the Belgrade conference, and Sol Chaikin, president of the Ladies' Garment Workers, and also a member of the delegation, that the freedom of Soviet citizens to travel abroad is a legitimate subject for discussion at the review meeting. The Belgrade meeting opened on Oct. 4, and is expected to run through Christmas.

In his letters to the six Soviet citizens, Meany observed that the American labor movement has had a broad internationalist outlook since its inception, expressed repeatedly in a concern for workers' rights everywhere.

"History has taught us that workers' rights are inseparable from human rights generally and that neither can survive outside of the framework of democracy," Meany declared. "Because American trade unions constitute one of the most democratic of our mass institutions, and because they have played a significant role in the defense of human rights, both at home and abroad, I believe you would find our convention proceedings of great interest."

Meany noted that the AFL-CIO would assume the dissidents' transportation and other expenses during the convention, which opens on Dec. 8.

Sakharov, the leader of the dissident movement in the USSR, won the 1975 Nobel Peace Prize for his outspoken disapproval of the Soviet Union's practice of confining political dissidents to mental institutions and prisons. The Soviet government, highly critical of the award, forbade the 56-year-old physicist from traveling to Oslo, Norway, to accept the honor.

Sakharov was the first Soviet citizen to win a Nobel Peace Prize. Before becoming active in the dissident movement, he was immersed in the Soviet scientific establishment, and is known as the father of the Soviet hydrogen bomb.

The AFL-CIO has strongly supported the Soviet dissidents. Two years ago, at dinners in Washington and New York City, the federation honored the exiled Russian novelist, Aleksandr Solzhenitsyn, for his efforts in extending human freedoms.

Earlier this year, Vladimir Bukovsky, another exile, gave the Executive Council a grim report on the repression of Soviet workers.

More recently, President Meany urged President Carter to help secure the release of Anatole Scharansky, a young Russian human rights leader jailed by KGB agents last March. Scharansky was a member of a group within the USSR monitoring Soviet compliance with the Helsinki human rights agreement. The pact's key objective, from the West's point of view, is to encourage a freer flow of people, ideas and information across borders.

Arturo Jauregui Dies Key Leader in ORI T

Mexico City—Arturo Jauregui, general secretary of the Inter-American Regional Organization of Workers (ORIT) from 1958 to 1972, died here while undergoing surgery. He was 57.

AFL-CIO President George Meany sent a cable to his widow expressing the "most profound sorrow" and hailing his "contribution to the international democratic trade union movement."

Jauregui served as international affairs director of the Peruvian Confederation of Labor. He was elected in 1948 as general secretary of the Inter-American Confederation of Labor (CIT), prior to his service with ORIT.

4 Key Senate Rollcall Votes On Minimum Wage Legislation

These Senate votes on the minimum wage bill, Oct. 6 and 7, are shown in terms of the AFL-CIO's position: R—right; W—wrong; A—absent; PR—paired right; PW—paired wrong.

VOTE NO. 1 is the 58-32 rejection of an amendment that would have cut 25 cents from the minimum wage increase by dropping the fourth-year step up. Voting right were 45 Democrats and 13 Republicans; 21 Republicans and 11 Democrats were wrong.

VOTE NO. 2 defeated, 46-42, an amendment to continue unchanged the formula that allows an employer to pay only half the minimum wage to a worker who receives tips. Right votes against the amendment were cast by 33 Democrats and 13 Republicans; 21 Republicans and 21 Democrats were wrong.

VOTE NO. 3 rejected, 49-44, a subminimum youth rate that would have allowed employers to pay 85 percent of the minimum to workers under 20 for the first six months of their employment. Voting right to reject the amendment were 41 Democrats and 8 Republicans; voting wrong were 28 Republicans, 16 Democrats.

VOTE NO. 4 blocked by a 51-38 vote an attempt to exclude some 3.8 million presently covered workers from minimum wage protection by doubling the volume of business test that determines whether retail and service establishments come under the wage-hour law. Voting right were 41 Democrats and 10 Republicans; voting wrong were 24 Republicans and 14 Democrats.

Democrats

	I	II	III	IV		I	II	III	IV
Abourezk (S.D.)	A	A	R	R	Johnston (La.)	W	W	R	R
Allen (Ala.)	W	W	W	W	Kennedy (Mass.)	R	R	R	R
Anderson (Minn.)	R	R	R	R	Leahy (Vt.)	R	R	R	W
Bayh (Ind.)	R	W	R	R	Long (La.)	W	W	PW	R
Bentsen (Tex.)	R	W	R	R	Magnuson (Wash.)	R	R	R	R
Biden (Del.)	R	R	R	W	Matsunaga (Hawaii)	R	R	R	R
Bumpers (Ark.)	W	W	W	R	McClellan (Ark.)	A	A	A	A
Burdick (N.D.)	R	R	R	R	McGovern (S.D.)	R	R	R	R
Byrd, Harry (Va.)	W	W	W	W	McIntyre (N.H.)	R	W	R	W
Byrd, Robert (W.Va.)	R	R	R	R	Melcher (Mont.)	R	R	R	R
Cannon (Nev.)	R	R	W	R	Metcalf (Mont.)	A	A	R	A
Chiles (Fla.)	W	W	W	W	Metzenbaum (Ohio)	R	R	R	R
Church (Ida.)	R	R	R	W	Morgan (N.C.)	R	W	W	R
Clark (Iowa)	R	R	R	R	Moynihan (N.Y.)	R	R	R	R
Cranston (Calif.)	R	R	R	R	Muskie (Maine)	R	R	R	A
Culver (Iowa)	R	R	R	R	Nelson (Wis.)	R	R	R	R
DeConcini (Ariz.)	R	R	R	R	Nunn (Ga.)	W	W	W	A
Durkin (N.H.)	R	W	R	R	Pell (R.I.)	R	R	R	R
Eagleton (Mo.)	R	W	R	R	Proxmire (Wis.)	R	R	R	R
Eastland (Miss.)	R	W	W	W	Randolph (W.Va.)	R	R	R	R
Ford (Ky.)	R	A	R	R	Ribicoff (Conn.)	R	R	A	A
Glenn (Ohio)	R	W	R	R	Riegle (Mich.)	R	R	R	R
Gravel (Alaska)	R	R	R	R	Sarbanes (Md.)	R	R	R	R
Hart (Colo.)	R	R	W	R	Sasser (Tenn.)	R	W	R	R
Haskell (Colo.)	R	W	R	R	Sparkman (Ala.)	A	A	W	W
Hathaway (Maine)	R	R	R	R	Stennis (Miss.)	R	A	W	W
Hollings (S.C.)	W	W	W	R	Stevenson (Ill.)	W	R	W	W
Huddleston (Ky.)	R	W	R	R	Stone (Fla.)	W	W	W	W
Humphrey (Minn.)	A	A	PR	A	Talmadge (Ga.)	A	A	W	W
Inouye (Hawaii)	R	R	A	A	Williams (N.J.)	R	R	R	R
Jackson (Wash.)	R	R	R	R	Zorinsky (Neb.)	W	W	W	W

Republicans

	I	II	III	IV		I	II	III	IV
Baker (Tenn.)	R	W	W	W	Javits (N.Y.)	R	R	R	R
Bartlett (Okla.)	W	W	W	W	Laxalt (Nev.)	W	R	W	W
Bellmon (Okla.)	W	R	W	W	Lugar (Ind.)	W	W	W	W
Brooke (Mass.)	R	R	R	R	Mathias (Md.)	R	R	R	R
Case (N.J.)	R	R	R	R	McClure (Ida.)	W	W	A	A
Chafee (R.I.)	W	W	W	R	Packwood (Ore.)	R	R	R	R
Curtis (Neb.)	W	W	W	A	Pearson (Kans.)	A	A	A	A
Danforth (Mo.)	W	W	W	W	Percy (Ill.)	R	W	W	W
Dole (Kan.)	A	A	W	W	Roth (Del.)	W	W	W	W
Domenici (N.M.)	W	W	W	W	Schmitt (N.M.)	W	W	W	W
Garn (Utah)	R	W	W	W	Schweiker (Pa.)	R	R	W	R
Goldwater (Ariz.)	W	W	W	W	Scott (Va.)	A	A	W	W
Griffin (Mich.)	A	A	W	A	Stafford (Vt.)	R	R	R	W
Hansen (Wyo.)	W	W	W	W	Stevens (Alaska)	R	R	W	R
Hatch (Utah)	W	W	W	W	Thurmond (S.C.)	W	W	W	W
Hatfield (Ore.)	R	R	W	W	Tower (Tex.)	W	W	W	W
Hayakawa (Calif.)	W	W	W	W	Wallop (Wyo.)	W	W	W	W
Heinz (Pa.)	W	R	R	R	Weicker (Conn.)	R	R	R	R
Helms (N.C.)	W	W	W	W	Young (N.D.)	W	W	W	W

Prudential Agents Reject New Contract

The Insurance Workers turned down a tentative contract with the Prudential Insurance Co. of America, and set plans to strike the firm unless it came up with another offer by midnight Oct. 21.

The union represents 15,700 Prudential district agents in 35 states and the District of Columbia. Its only other strike against the company occurred in 1951, and lasted for 81 days.

Union and insurance company negotiators agreed to a new two-year contract on Sept. 26, after four weeks of hard bargaining. The previous contract was extended to permit the union's membership to vote at meetings of nearly 200 local unions throughout the bargaining unit.

Details of the contract were not released. In a telegram to Prudential Vice President Joseph Mellone notifying him of the union's vote not to ratify the pact, Insurance Workers President Joseph Pollack said that the union was willing to reassemble its negotiating committee and meet with the company's bargainers in Washington, D.C., to give the firm an opportunity to make a new offer.

Pollack said the union was willing to continue its extension of the old contract, if any new agreement were retroactive to Sept. 26, the expiration date of the former pact.

2 Errors Corrected In Labor Law Tallies

The listing of six key House rollcalls on labor law reform that ran in the Oct. 15th issue of the AFL-CIO News contained two errors.

Rep. Jack Cunningham (R-Wash.) and Bill Frenzel (R-Minn.) should have been credited with voting right for final passage of the bill. They were correctly shown as having voted wrong on the other five key rollcalls on the bill.

Registration Test in Ohio:

2 Governor Races Pace '77 Election

The governorships in two eastern states and mayors' seats in a handful of America's biggest cities are at stake in the off-year 1977 elections Nov. 8.

Also at stake is a new universal voter registration law in Ohio. Labor and a variety of Ohio citizens groups are trying to beat an attempt to overturn the Ohio law enacted by the state legislature earlier this year.

The two governors' races are in Virginia and New Jersey.

In Virginia, Democrat Henry Howell has the COPE endorsement in his bid to return the Virginia statehouse to Democrats. In New Jersey, incumbent Democratic Gov. Brendan Byrne won re-nomination in June with 30 percent of the vote in an 11-candidate race and faces a stiff November test from Republic State Sen. Raymond H. Bateman.

Two major cities, New York and Cleveland, voted out incumbents mayors in the primary. Democrat Abraham Beame, who had COPE's endorsement, lost in the September primary as did Cleveland Republican Ralph Perk in a non-partisan first election.

In the New York mayor's race, the nominees are Democratic Rep. Edward I. Koch and Republican Roy M. Goodman with the candidates they beat in the primary, Mario Cuomo and Barry Farber, holding the Liberal and Conservative Party nominations, respectively. Cleveland Democrats Dennis Kucinich and State Rep. Edward F. Feighan finished ahead of Perk and are the November contestants.

Earlier this year in mayoralty races in Atlanta, Chicago and Los Angeles, incumbents were returned by margins that made runoffs unnecessary. Maynard Jackson of Atlanta got 63 percent of the vote, Michael A. Bilandic of Chicago won with 78 percent. Tom Bradley easily won re-election in Los Angeles.

Mayor Coleman Young led the Sept. 13 Detroit nonpartisan vote with 55 percent of the vote, but faces one of the candidates he defeated, Ernest C. Browne, again in November. Of those four mayors, all but Bilandic are blacks.

Also, blacks will be on the November ballot for the first time in New Orleans and Buffalo, N.Y. Democrat Ernest Morial led the non-partisan primary in New Orleans and Arthur O. Eve won the Democratic nomination in Buffalo.

In Minneapolis, labor has mounted a strong campaign on behalf of Democratic-Farm-Labor nominee Al Hofstede.

If Ohio labor and such groups as the League of Women Voters, NAACP and Urban League are successful in defeating State Issue No. 1, Ohio would become the nation's sixth state with a universal registration law.

The Ohio law, on which the legislature had to override Gov. James A. Rhodes' veto earlier this year, allows election day registration that is permanent, registration when drivers' licenses are obtained or renewed, and door-to-door registration by deputy registrars. The new law was credited with increasing the turnout about 8 percent in the Oct. 4 Cleveland primary, when 9,000 new voters were registered at the polling places.

PRESIDENT CARTER PLEDGED government action to aid the import-threatened U.S. steel industry at a White House meeting with Steelworkers President Lloyd McBride, right foreground, other labor officials, including AFL-CIO Sec.-Treas. Lane Kirkland, and industry representatives. Carter said he opposed "simplistic" trade barriers but promised to pursue anti-dumping cases against importers who sell steel at below cost.

Public Employee Law Urged in West Virginia

Charleston, W. Va.—The West Virginia AFL-CIO put a high priority on winning collective bargaining rights for state and local public employees at its 11th constitutional convention here.

Delegates also called for a campaign in the state legislature to upgrade workers' and unemployment compensation, raise the state minimum wage 40 cents to $2.65 an hour, and lower the minimum overtime standard from 42 hours to 40.

In other action, the convention approved a resolution vowing to fight any legislation banning cans or taxing bottles. If such laws were enacted, it warned that jobs in the container industry would be jeopardized.

The state federation stressed the need for the creation of a hospital cost review board, similar to the state's public utilities or insurance commissions. The proposed board would pass on all hospital rate increases, and would require the industry to justify higher prices before setting them.

Speakers and delegates to the convention noted the high priority given public collective bargaining by the federation and promised a concerted effort to pass an enabling statute when it comes before the legislature early next year.

The 521 delegates re-elected Joseph W. Powell as federation president for a four-year term, and elected Jack R. McComas of the Oil, Chemical & Atomic Workers as secretary-treasurer to succeed Larry Barker who retired.

The convention elected five new vice-presidents: George Coiner of the Machinists, Major Dunlap of the Steelworkers, John Martino of the Carpenters, Floyd Owens of the Meat Cutters, and John Whorton of the Chemical Workers. Six incumbent vice presidents were also re-elected.

Steelworkers Press Security In Can Talks

Miami Beach, Fla. — Contract negotiations between the Steelworkers and four major can companies continued here as both sides attempted to reach a settlement before the Oct. 31 deadline.

Edward E. Plato, chairman of the union's can-bargaining committee, said that the thrust of the negotiations was toward increased job and income security for the USWA's 30,000 members in the industry.

In an agreement reached last year to extend the expiration date of current contracts to the end of this month from February 1977, the union and the companies pledged that "it will be the objective of the parties to reach agreement on some form of limited guaranteed annual wage."

At "sound-off" sessions earlier this month, USWA negotiators said their goals included a substantial wage increase, improved pensions and other benefit provisions.

The Steelworkers are negotiating with American Can Co., which employs about 11,300 workers; Continental Can Co., with about 14,300 workers; National Can Corp., with about 3,900 workers, and Crown Cork & Seal Co., with about 1,300 workers.

New Flint Glass Pact Hikes Wages for 3,000

(Continued from Page 1)

The strike which began Sept. 16 was supported by more than 20,000 workers, most of them members of the Glass Bottle Blowers, who refused to cross picket lines. The GBBA represents about two-thirds of the organized workers in the industry.

At its peak, the strike stopped work totally at about 30 of the 90 plants and mold shops involved, and forced substantial cuts in production at most of the others.

The 35,000-member Flint Glass Workers represent skilled die makers in the glass industry whose work involves the production and repair of the iron molds in which glass containers are blown into shape on glass-forming machines.

The wage settlement calls for a 70-cents-an-hour increase retroactive to July 12, and two additional increases of 60 cents each effective next July 1 and Sept. 1, 1979. The contract means that within two years union members west of the Rocky Mountains will receive $9.94 an hour and those east of the Rockies will earn $9.31 in hourly wages.

Other improvements in the new contract include increased employer contributions to the union pension fund, up from $10 to $14 per month for each year of employment, and a reduction in the permissible retirement age with no loss in full benefits from 58 to 55.

Insurance improvements include a five-fold increase in major medical coverage—from $50,000 to $250,000—including wider hospitalization benefits and new coverage of the cost of eyeglasses and hearing aids.

Parker, who led negotiations for the union, said "It's a good contract, although not quite as good as we wanted in terms of wages."

He added that the agreement also resolves a key job assignment question—whether union members had to work two machines simultaneously in plants that had installed new mold equipment.

Management had originally insisted that such machines with greater than a one-hour cycle could be run by a single worker simultaneously. The union and management finally settled on a two-hour cycle as the minimum limit for simultaneous work.

The struck companies were Owens-Illinois, Inc., the largest company involved, and Anchor Hocking Corp., Brockway Glass Co., Inc., Chattanooga Glass Co., Foster Forbes Glass Co., Gallo Glass Co., Glass Containers Corp., Indian Head, Inc., Kerr Glass Manufacturing Corp., Latchford Glass Co., Liberty Glass Co., Metro Containers-Kraftco Corp., and Thatcher Glass Manufacturing Co.

Commentary Authors Hit RTW Ad Attacking Labor

Prominent authors of articles published in Commentary magazine have assailed an advertisement in the publication attacking trade unions.

In the latest issue of the magazine, the Ad Hoc Committee for Labor in a Democratic Society charges in its own ad that the thrust of the "campaign of vilification and distortion" waged by the National Right to Work Legal Defense Foundation is "to undermine the credibility of the entire trade union movement."

The committee, whose members belong to different political parties and hold political views ranging from social democratic to conservative, warns that "history has repeatedly demonstrated that the undermining of trade unions inevitably contributes to the rise of both Right and Left."

The ad, arranged by the League for Industrial Democracy, notes that "whatever faults the trade union movement may have are far outweighed by its role as a force for democracy, human rights, and fair play." Signers include Sen. Daniel P. Moynihan (D-N.Y.), President Bayard Rustin of the A. Philip Randolph Institute, and political commentator Ben J. Wattenberg.

Labor Education Unit Formed in Oregon

Portland, Ore.—Glenn E. Randall, secretary-treasurer of the Oregon AFL-CIO, has been elected chairman of the advisory body for the new Oregon Labor Education & Research Center at the University of Oregon.

AFTRA Wins Higher Fees For Recording

New York—The Television & Radio Artists reached tentative agreement with recording industry employers on a new three-year contract that provides significant increases in minimum session fees and higher payments based on record sales.

The agreement, covering AFTRA members working in phonograph recording and tapes, has been approved by the union's national board and awaits ratification by the membership.

The agreement calls for a basic 18 percent increase for group singers. The minimum rate for groups of three to eight singers rises to $71 per session and for soloists to $90. It also provides a 25 percent increase for performers working on classical and religious music.

Rates for actors, narrators and announcers working on records or tapes will increase by 21½ percent over the next three years, up from the old rates of $50.50 for actors and $57 for narrators.

Additional payments based on record sales for non-royalty performers, first initiated in 1975, were expanded under the new contract with potential payments in some cases more than doubling, AFTRA said.

Funds Hiked, New Formulas:

New Housing Law To Aid Urban Areas

President Carter has signed into law a labor-supported housing and community development bill that allocates more money to older cities with deteriorating housing and high unemployment.

It authorizes nearly $11 billion over the next three years for community development block grants, the basic form of federal assistance that has replaced previous categorical programs such as urban renewal and model cities aid.

Because the three-year funding level is about $2.4 billion more than it has been, additional help to older cities won't force comparable cutbacks in aid to other communities.

Under an optional allocation formula, such signs of economic decline as a high portion of older housing and a lag in population growth will bring in more federal aid. The formula will help many eastern and midwestern industrial centers that have lost populations and jobs to the fast-growing Sunbelt states.

AFL-CIO Urban Affairs Director Henry Schechter welcomed other provisions of the new legislation, including:

- A new one-time program of $400 million in Urban Development Action Grants to the most severely distressed cities and urban counties for neighborhood reclamation and economic development.
- An additional $1.16 billion in the housing pipeline for direct public housing construction and for the various programs of subsidized and leased low-income housing.
- Changes in Federal Housing Authority rules so that middle-income families will be able to obtain FHA-insured loans to buy homes at today's higher price levels. The single-family mortgage limit rises from $45,000 to $60,000 and the limit on home improvement loans is raised from $10,000 to $15,000 with a longer period for repayment. There is also an increase in mobile home loan limits.

The legislation also includes a labor-endorsed community reinvestment section that mandates federal regulatory agencies to assure that financial institutions don't contribute to inner-city decline by "redlining" neighborhoods as poor credit risks.

Overall, Schechter said, the new legislation recognizes the need to help the older cities. Its "new funding authorizations for low-income rental housing construction and rehabilitation will provide support for continued momentum in the growth of federally assisted housing. This will help local communities in meeting their low-income housing needs," he stressed. And middle-income homebuyers will be helped to purchase or rehabilitate homes.

Consumer Protection Losing Out to Business

(Continued from Page 1)

tives of major companies.

A letter to House members from AFL-CIO Legislative Director Andrew J. Biemiller declared:

"At present individual consumers are powerless to deal adequately with deceptive or fraudulent practices. Judicial redress is an impractical remedy since the cost of court cases very often greatly exceeds the initial loss."

Unless a group of individuals who have been defrauded can join in a class action suit, Biemiller said, there is no effective recourse for a "let the buyer beware" attitude by business.

The bill from which the class action provision was deleted authorizes funds for the FTC and broadens its enforcement powers.

There was another strong indication that this House listens more carefully to business interests than consumers.

The Administration has given strong support to legislation establishing an Agency for Consumer Advocacy, a goal sought by labor and consumer groups for the past eight years.

A bill similar to legislation the House passed during the Ford Administration was approved by a scant 22-21 vote of the Government Operations Committee last spring. But House leaders have not called it up because it didn't have the votes to pass.

The White House has now come up with a compromise—a watered-down version that would do little more than bring the government's various consumer functions under a single roof. And Esther Peterson, the President's consumer adviser, personally briefed a number of House members and staffers on the new proposal.

But House Speaker Thomas P. O'Neill, Jr. said even this mild substitute faces formidable opposition in the House.

In other developments:

- The House prepared to take up a social security financing bill under a rule specifying which amendments will be in order.

In a letter to House members, the AFL-CIO urged deletion of mandatory social security coverage for federal and postal workers who now have their own retirement system. The amendment would mandate a two-year study of the coverage issue.

- The House Post Office & Civil Service Committee has given 19-4 approval to a labor-backed postal service bill.

The legislation would increase the subsidy to the postal service, bar elimination of Saturday deliveries and closing of rural post offices, and require presidential appointment of the postmaster general.

The measure, supported by postal unions and the labor press, would also hold down rate increases for publications of nonprofit organizations, including churches, unions, farm and veteran groups.

Correspondence about address corrections should be sent with attached mailing label to: AFL-CIO Subscriptions, Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

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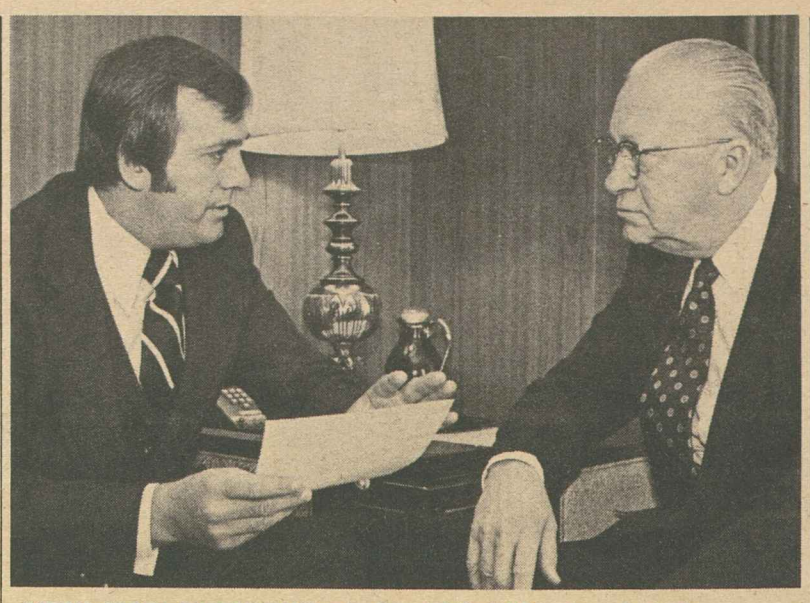

NEW TOP OFFICERS of the AFL-CIO's Food & Beverage Trades Dept. are Daniel E. Conway, right, president, and Robert F. Harbrant, secretary-treasurer. Conway, president of the Bakery & Confectionery Workers, succeeds the late James T. Housewright and Harbrant fills the post vacated by Conway.

Oil Cargo Preference Killed in House Vote

(Continued from Page 1)

of oil imports for U.S. tankers, rising to 30 percent in three years.

The bill before the House this year was a compromise worked out with the Administration and endorsed by a 31-5 vote of the House Merchant Marine Committee.

But before it reached the House floor, it had become a prickly political issue. Republican charges that Administration support was a "pay-off" for maritime union campaign contributions were echoed by some supposedly good government groups, including Common Cause, that pointed an accusing finger at members of Congress backed by maritime and shipbuilding workers.

Opponents sought also to portray the bill as inflationary, even though the Congressional Budget Office estimates that it would add less than one-tenth of one cent a gallon to the price of gasoline.

Ignored by the House majority was the economic gain to the nation from an estimated 3,600 jobs directly, up to 15,000 in related industries, and reduction of the U.S. trade deficit.

In the parliamentary jockeying, Republicans first sought to kill the bill on a procedural vote but were unable to do so. The House voted 249-167 to take up the bill.

The debate followed conventional lines. Rep. Paul N. McCloskey, Jr. (R-Calif.), who led the fight against the bill, said there was already "a glut of tankers on the world market" and it was silly to build more.

Merchant Marine Committee Chairman John M. Murphy (D-N.Y.), the chief sponsor of the bill, cited the many other nations that require substantially larger shares of their imports to be shipped in their own merchant fleets. In the last decade alone, he said, maritime employment in this country has fallen from 60,000 to 25,000.

But when the vote on final passage was called for, the bill was technically passed. House Speaker Thomas P. O'Neill, Jr. called for a vote and looked towards McCloskey for the anticipated request for a rollcall. When no one sought recognition, he proceeded with the voice vote and declared the bill passed.

But after Republicans conceded that their side had been napping, the House agreed to unanimous consent to honor the late request for a rollcall. The 257-165 defeat of the bill followed.

GNP Slides To 3.8 Percent In 3rd Quarter

(Continued from Page 1)

the second quarter to 5.5 percent in the July-September period.

When the saving rate rises, it often reflects pessimism or uncertainty about the outlook for jobs, income, and the economy generally. Business tends to hold down inventories when the sales outlook seems weak, with the result that production is curtailed and workers are laid off.

Along with the figures on total output, the government reported that inflation slowed to 5.1 percent during the third quarter compared to 7.1 percent in the spring quarter, a substantial improvement.

Food-Beverage Elects Conway And Harbrant

The executive board of the AFL-CIO Food & Beverage Trades Dept. elected Daniel E. Conway as president and Robert F. Harbrant as secretary-treasurer.

Conway, who also heads the Bakery & Confectionery Workers, fills the vacancy created by the death last month of James T. Housewright. Conway has served as secretary-treasurer of the department since its reactivation last November.

Harbrant will serve out the unexpired term as secretary-treasurer, combining his former duties as executive director of the department.

Prior to joining the Food & Beverage Trades Dept., Harbrant had been on the staff of the federation's Union Label & Service Trades Dept. for 10 years.

Conway noted that the department's executive board has adopted a declaration of appreciation for Housewright, which will be presented to his family.

The department, Conway said, has also approved preparations for its first convention in Los Angeles on Dec. 1 and 2.

Delegates to the department's convention representing affiliates with 2.5 million members will receive a number of special reports.

These will include reports on the fast food industry, future legislative proposals, a study of the organizing affairs in the South, a survey of occupational safety and health issues in the food and kindred products industry, tax reform and nutrition.

Senate Votes to Curb Compulsory Retirement

The Senate joined the House in voting to bar mandatory retirement of most workers before the age of 70 and a House-Senate conference committee will try to work out differences between the two bills.

The Senate bill, passed 88-7, would exempt high-paid executives entitled to a company pension of at least $20,000 a year on retirement and tenured college professors.

There is no such exemption in the House bill. But both measures allow earlier retirement rules for jobs where age is accepted as a relevant factor, such as certain law enforcement positions.

Where collective bargaining agreements now specify mandatory retirement below the age of 70, normally as part of a pension plan, both bills would delay the law's application. But the age limit would have to be changed when the contract expired or after two years, whichever comes first.

The House-passed bill would also eliminate the present 70-year ceiling on federal government employment. But the Senate version would leave that unchanged.

The bill originally sent to the Senate floor would have allowed mandatory retirement below age 70 for elementary and secondary teachers. But that restriction was struck from the bill with little controversy.

There was a close battle over the exemptions for college professors with tenure and executives. But an amendment by Sen. Alan Cranston (D-Calif.) to drop the exemptions was beaten, 48-45.

American Federation of Teachers President Albert Shanker welcomed the Senate inclusion of elementary and secondary school teachers and urged House conferees to oppose any exemption for college professors.

The bills passed by the House and Senate are in the form of amendments to the Age Discrimination in Employment Act, which now prohibits forced retirement only below age 65.

The House bill would take effect six months after enactment; the Senate version on Jan. 1, 1979.

Another Shakedown Trying 'Labor' Pitch

National COPE Director Al Barkan has notified all state central bodies to beware of a phony organization calling itself "The National Right to Organized Labor Committee" that is busy soliciting funds, supposedly to fight the National Right to Work Committee.

"This group represents no legitimate labor organization that we are aware of, and no response should be made to its solicitation," Barkan warned state body officers. "Your leadership and membership should be so advised."

Signed by a Robert L. Price, the letter appeals for contributions, and uses the name of Sen. Richard D. Clark (D-Iowa) without his permission or knowledge.

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House Acts to Strengthen Social Security Financing

Bill Steps Up Rise In Wage Base, Rate

By David L. Perlman

The House voted to strengthen the financing of the social security system to assure that for the foreseeable future there will be enough money in the trust funds to meet all benefit claims.

While the AFL-CIO was "not satisfied" with some of the changes, it supported passage of the bill as "much superior" to the alternatives before the House.

Before passing the bill, 275-146, the House adopted a politically popular but costly amendment phasing out all limitations on outside earnings of persons over 65 drawing social security benefits. The AFL-CIO opposed the amendment as unsound and the payroll tax rate will have to be raised still further to pay for it.

The bill's biggest change was relatively noncontroversial. It corrects a technical flaw in a 1972 amendment that overadjusted for inflation. The new formula would reduce the projected deficit by more than half and keep benefits linked to wages, as Congress intended. It would continue cost-of-living adjustments both for those now receiving benefits and for those who retire in the future.

Stricken from the bill on the House floor was a controversial section requiring that all public employees be covered under social security, including those now under separate programs such as the federal Civil Service Retirement System.

That section of the bill was deleted by a pair of related votes, 386-38 and 380-39.

Under the House-passed bill, the payroll tax rate as well as the amount of earnings subject to the social security tax would rise more rapidly than present law provides.

To the AFL-CIO, this is less desirable than the Carter Administration's original financing proposal.

The President had asked that employers be taxed on their entire payroll, not just the amount on which their employees pay social

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A BUOYANT HUBERT HUMPHREY returns to the Capitol after his latest bout with cancer and receives as warm a welcome as has ever greeted a public figure in the United States. His wife, Muriel, is in the right foreground. Earlier, President Carter signed into law legislation naming a Dept. of Health, Education & Welfare building for the Minnesota senator.

Real Wages Shrink For 2nd Month

By James M. Shevis

The buying power of American workers shrank for the second consecutive month in September even though the rate of inflation moderated, the Bureau of Labor Statistics reported.

Real spendable earnings, or take-home pay expressed in 1967 dollars, fell by four-tenths of 1 percent, the same as in August. This left a married worker with three dependents an average of $94.35 a week, 38 cents less than the August average and $2.29 less than the average for 1972.

The drop in real earnings resulted from a relatively modest rise of three-tenths of 1 percent in consumer prices and a decline of three-tenths of 1 percent in the average number of weekly hours worked. The average workweek now has dropped by three-tenths of 1 percent in each of the past four months.

The latest drop in purchasing power tied in with another government report last week showing that real economic growth in the July-September quarter proceeded at an annual rate of 3.8 percent, a significant decline from the 6.2 percent rate of the previous quarter.

The slowdown in total output reflects a general weakening in consumer demand rather than a lack of industrial capacity to provide the goods and services the country needs, AFL-CIO Research Director Rudy Oswald said. He reiterated the federation's call for additional economic stimulus to provide jobs for the millions of currently unemployed Americans.

The three-tenths of 1 percent rise in consumer prices last month continued the pattern of price moderation that began in July, but still left the government's consumer price index 6.6 percent above the September 1976 level. Last month's CPI stood at 184 percent of its 1967 base of 100, which means that items that cost $10 in 1967 were valued at $18.40 in September.

Declining farm prices were a principal factor in the moderate CPI increase, but the inflation slowdown also was reflected in lower prices for nonfood commodities and steady costs of services. Food prices in September rose by a negligible one-tenth of 1 percent after adjustment for seasonal fluctuations. Prices for commodities other than food were up two-tenths of 1 percent, and charges for services rose by five-tenths of 1 percent.

For the three months ended in September, the CPI rose at a sea-

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Critical Problems Cited:

Quick Action Urged On Energy Program

AFL-CIO President George Meany pressed House and Senate conferees to take "quick action" on the Administration's energy program and not allow it to be used as "a political football."

America's energy problems are "much too critical" for political gamesmanship, Meany insisted.

The House last August passed an omnibus energy bill that included most of President Carter's proposals. But the Senate, which divided the package into five separate bills, watered down or rejected key provisions.

One of the Senate-passed bills now in conference with the House would end all federal regulation of natural gas prices. Another bill, being debated on the Senate floor as the AFL-CIO News went to press, would give oil producers new tax credits as an "incentive" to increase production.

Meany noted that the AFL-CIO differs with portions of both bills. Thus, it opposed the House-passed crude oil equalization tax which would raise the price of domestic oil to world market levels so as to discourage waste. And labor also opposes Senate proposals for "multibillion dollar tax credits for the benefit of energy producers," Meany said.

The AFL-CIO also is disappointed that neither bill deals adequately with development of new energy sources or with oil import issues. Congress should legislate in both these areas "in the near future," Meany urged.

On the issues before the conferees, Meany said, the House bill is superior and should prevail in these areas:

- Strong and mandatory conservation measures.
- Mandatory measures to convert utility and industrial plants to coal, with severe penalties for failure to comply.
- Effective restructuring of electric utility rates so as to allow peak-load pricing and otherwise encourage most efficient use.
- Continuation of controls on natural gas prices.

(Continued on Page 8)

ILG Gains Key Pact In South

Jackson, Ala.—The Ladies' Garment Workers capped a lengthy organizing campaign at Vanity Fair's Clarke Mills plant here with the signing of an historic breakthrough contract with the company.

ILG President Sol C. Chaikin said the new contract is "a foot in the door," and described it as "just the beginning" of the union's organizing efforts among other Vanity Fair workers. The company, one of the largest producers of nonunion lingerie in the South, employs about 8,000 workers at plants in Alabama and in northern Florida.

The agreement will provide compounded wage increases totaling 23 percent over the three-year life of the contract for some 500 Vanity Fair workers here. The settlement came after almost a year of unsuccessful legal maneuvers by the firm and countless hours of negotiations.

ILG Vice President Nicholas Bonanno, who is also the union's Southeast regional director, said that initial pay increases of 8 percent will be followed by a 7 percent boost on Dec. 31, 1978, and an additional 7 percent on Dec. 30, 1979. He said that craft minimums will be increased by as much as 30 percent in some cases.

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Soviet Exile Bukovsky Set for Speaking Tour

Soviet dissident Vladimir Bukovsky will make an 11-city speaking tour of the United States as the guest of the AFL-CIO.

The 34-year-old Russian, whose lifelong opposition to civil oppression in the USSR earned him 11 years of confinement in Soviet prisons and psychiatric hospitals, will begin the tour in Chicago on Nov. 12, AFL-CIO President George Meany said.

His speaking schedule includes Los Angeles where he will speak at the AFL-CIO convention, which opens on Dec. 8. Other stopovers include Detroit, Cleveland, Pittsburgh, Atlanta, Houston, Austin, San Francisco, New York, and Topeka, Kan. In Topeka, Bukovsky will share Thanksgiving dinner with mental patients at the Menninger Clinic.

Bukovsky first gained international attention in 1971 with a sensational public exposure of Russian mental institutions as places of "spiritual murder" and indefinite imprisonment for political dissidents—an effort that once again cost him his freedom.

Late in 1976, after intervention by the AFL-CIO and other humanitarian organizations, Bukovsky was released to the West in an exchange of political prisoners.

At the February meeting of the AFL-CIO Executive Council, the exiled Soviet dissident painted a stark picture of repression of Rus-

(Continued on Page 3)

Meany Assails Repression Of South African Blacks

AFL-CIO President George Meany condemned South Africa's new wave of repression, including the banning of the Union of Black Journalists and the arrest of persons daring to protest the regime's denial of human rights.

In a cable to South Africa's labor minister, Meany said the repressive actions show that the present government has no intention of moderating its policies.

Harassment and detention of black journalists in the past hasn't kept the world from learning the consequences of the "deplorable" apartheid system, Meany noted.

He said the AFL-CIO "will press forward in the free world struggle to obtain human rights, economic and social justice and full trade union rights for all the people of South Africa."

Labor Board Decisions Set Record High

The National Labor Relations Board, in the busiest year of its 42-year history, issued a record 1,827 formal decisions in its 1977 fiscal year ended on Sept. 30.

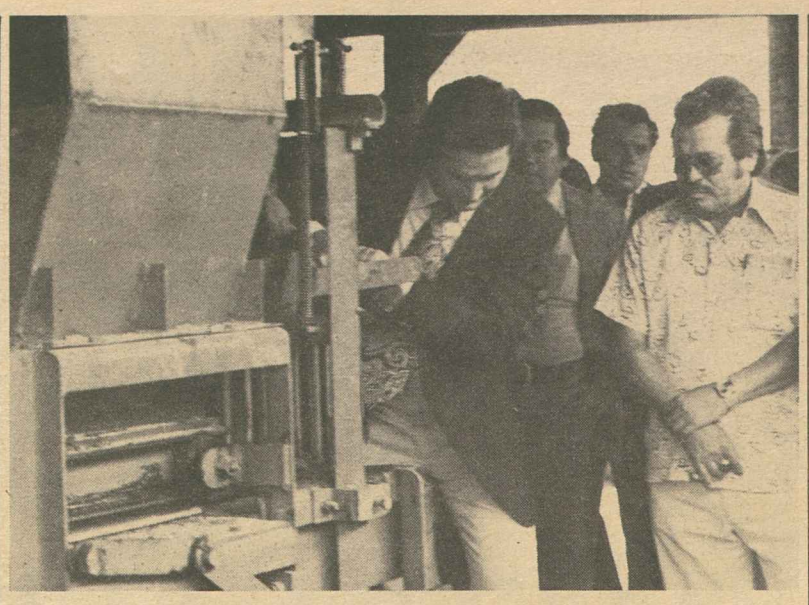
The five-member panel handed down 1,127 decisions in contested unfair labor practice cases filed by workers, employers or unions. In addition, the board gave out 700 decisions in representation cases in which workers voted to select or reject a union as their bargaining agent.

Each of the figures was a new high, and their combined total was 149 more than the previous record of 1,678 rulings issued in the 1976 fiscal year.

Last year, the agency handed down decisions in 1,033 unfair labor cases and 645 rulings in representation cases. The overall total number of case decisions this year was 9 percent higher than in 1976.

About 55,000 cases of all types were handled by the NLRB at its regional offices around the country in fiscal 1977. Most were dismissed or disposed of there, and only a relatively small percentage of the total reached the agency's Washington headquarters. The panel said it expected some 57,000 cases to be filed in the 1978 fiscal year.

The steady increase each year in the NLRB's caseload underscores the need for expansion of the five-member panel and other reforms proposed by the AFL-CIO. Under the Administration's labor law reform bill recently passed by the House, the NLRB membership would be increased to seven.



EARTHQUAKE VICTIMS in Guatemala are having their homes reconstructed with concrete blocks produced from machinery purchased with a $5,000 donation from the Postal, Telephone & Telegraph International (PTTI). The machinery, installed at a plant near Guatemala City, was dedicated during a seminar organized by the American Institute for Free Labor Development. Lou Moore, PTTI inter-American representative, assists in the production of the first blocks as Latin American trade unionists take part in the ceremony.

Reneging on Checkoff Costs Firm Back Dues

The National Labor Relations Board, backing up one of its administrative law judges, has ordered the Stackpole Components Co. to live up to a 1976 agreement with the Electrical, Radio & Machine Workers, and to pay the union all dues it would have collected under the pact's checkoff provision.

In one of its rare decisions calling for employer payment of back union dues, the NLRB agreed with Administrative Law Judge Anne Schlezinger that Stackpole had failed to bargain in good faith on a first contract with the IUE, and directed the firm to "remit to the union the dues due and owing for each employee who executed a dues deduction authorization, together with interest at 7 percent." The order requires Stackpole to "reimburse the union" for all dues since Mar. 1, 1976.

The union became bargaining agent for Stackpole's workers following a 1973 NLRB representation election. The parties reached agreement on a contract in February 1976 but Stackpole reneged, denying that it had agreed to the dues checkoff provision.

IUE subsequently filed unfair labor practice charges with the NLRB. The Pennsylvania-based firm conditioned its signing of the contract on union withdrawal of the charges. The company also unlawfully demanded that IUE drop a sex discrimination lawsuit as a condition to settlement.

In the administrative law judge's decision, upheld by the finding of the labor board, Stackpole was guilty of unfair labor practices. While the union "was willing and anxious . . . to make concessions in order to achieve a first contract," Schlezinger said, Stackpole "was meeting and negotiating, but was evidently raising obstacles, not in order to resolve contract issues, but to delay execution of any contract with the union."

South Carolina Unions Assail Stevens Abuses

Myrtle Beach, S.C.—Delegates to the South Carolina AFL-CIO's 21st convention overwhelmingly endorsed labor's all-out effort in Congress to overhaul federal labor laws, including a crackdown on such flagrant labor law violators as J. P. Stevens & Co.

With the bulk of Stevens's 85 plants situated in the Carolinas, including 18 in the Greenville area of South Carolina, the giant textile maker employs thousands of workers in the state who have no union representation.

The convention also called for stepped-up efforts in Congress and the state legislature to provide disability benefits for victims of brown lung disease, which is caused by inhaling excessive levels of cotton dust.

Delegates said that stronger enforcement is needed at federal and state levels to bring South Carolina textile mills into conformity at least with existing regulations limiting worker exposure to cotton dust.

Since the federal Occupational Safety & Health Administration became operational in 1971, a loose consensus standard has been in effect that permits exposure levels of 1 milligram of cotton dust per cubic meter of air.

Other major resolutions adopted at the three-day convention called for:

- Full collective bargaining rights for public employees.
- Revision of the Hatch Act to allow government workers to participate in political activities.
- Federal and state legislation to increase consumer protection.
- Improved educational programs and facilities, including lower tuition costs for higher education.

The convention approved a revision of the state federation's constitution, including a shift in the election of officers to odd-numbered years to avoid a conflict with state and federal elections in even-numbered years.

The terms of the incumbent officers—President James D. Alder, Sec.-Treas. Melvin Burris and Vice Presidents Tom Gibbons and James A. Johnson—were extended to 1979, rather than expiring next year, to conform with the constitutional change.

Major convention speakers included Sen. George McGovern (D-S.D.), Representatives Ken Holland (D-S.C.) and John W. Jenrette, Jr. (D-S.C.), South Carolina Lt. Gov. Brantley Harvey, and Charles Ravanel, who is expected to face Sen. Strom Thurmond (R-S.C.) in next year's election.

LETTER CARRIERS' participation in a federally funded crime and delinquency program was discussed in Washington by representatives of the union and the AFL-CIO Dept. of Community Services. At head of table is Letter Carriers President Joseph Vacca; at his left is Leo Perlis, AFL-CIO community services director. At Vacca's right are Jean Lushin, departmental liaison with the National Council on Crime & Delinquency and Milton Rector, NCCD president. Four other unions are participating in the program.

Unions Criticize Delay:

Canada Sets Date To End Pay Curbs

Ottawa—Canada's wage controls, in effect since Oct. 14, 1975, will be gradually phased out over 12 months, starting next Apr. 14, but the wage increase ceiling for the third year of controls will be lowered from 8 percent to 6 percent.

The phase-out means the controls will affect many bargaining units well into 1979, beyond their originally scheduled termination date of Dec. 31, 1978.

And the third-year increase of only 6 percent will likely mean a lowering of workers' living standards, since the inflation rate is running well above 8 percent.

Finance Minister Jean Chretien announced the new regulations Oct. 21 in an economic and fiscal statement to the Commons.

Organized labor, which has opposed the controls from the beginning, immediately assailed Chretien's announcement. President Joe Morris of the Canadian Labor Congress charged the controls have been the major factor in slowing Canada's economy over the past two years. "Yet instead of removing them immediately, as labor, business and a host of economists have advised, the government has actually tightened up controls," he said.

"It is abundantly clear that the continuing controls are directed at wages and that the new restrictions are designed to reduce real incomes and cut the standard of living of Canadian workers," Morris added.

The CLC has consistently argued that the controls discriminate against workers, and last year organized a national day of protest in which 1 million workers took the day off to demonstrate their opposition.

Morris also criticized the government for continuing its generous tax concessions to industry. "It has already been clearly shown that these tax concessions have not created jobs," he said. "The economy is already operating at only 82 percent capacity. How can the government possibly think that more plant capacity will overcome the problem of unused capacity in what already exists?"

Chretien also announced that the government will establish an agency to monitor prices and wages after controls are ended, another move organized labor has consistently opposed.

He also announced plans for modest tax concessions to low-income earners, a $600-million program of direct job creation and a special $100-million subsidy program to entice private industry to provide more jobs, although he gave no details of how this would work.

"At best the government promises might create an additional 50,000 jobs," Morris commented, "a paltry figure when well over a million Canadians will be out of work this winter."

On the day of the government's announcement, the International Nickel Co. announced the layoff of 3,500 workers in Sudbury, Ont., and Thompson, Man. Both communities depend on the INCO payroll as the mainstay of their economy.

The official Canadian unemployment rate was 8.3 percent in September, and Chretien has said he anticipates little improvement in the next year and a half.

Dock Union, Shippers Slate New Strike Talks

New York—Leaders of the Longshoremen and the employer group representing North Atlantic shippers agreed to negotiate the thorny issue of guaranteed annual income on a port-by-port basis.

At a meeting here between ILA President Thomas W. Gleason, other union officials, and representatives of the Council of North Atlantic Shipping Associations, member port associations also agreed to meet among themselves in Washington on Oct. 28 for further discussions of the job security issue that has prevented a settlement of the four-week-old dockworkers' strike.

The strike, which began on Oct. 1, has sharply curtailed shipping from Maine to Texas. The walkout is limited to the so-called automated container ships. Conventional ships are still being loaded and unloaded.

Talks between the ILA and CONASA broke down in Bal Harbour, Fla., on Oct. 24 when the shippers refused to go along with a coastwide job security program. The New York Shipping Association, the largest port employer group in the country, resigned from CONASA as a result of the contract impasse.

CONASA is now composed of shipping associations from Boston, Providence, R.I., Philadelphia, Baltimore, and Hampton Roads, Va.

Following his Oct. 26 meeting with CONASA officials, Gleason repeated that the union wants joint management of the guaranteed annual income plans. After the guaranteed income issue is resolved, the two sides would negotiate seven master contract issues.

The issues include wages, contributions to welfare and pension plans, hours, term of agreement and matters relating to containerization and ocean-going barge carriers, referred to in the maritime industry as LASH vessels.

At Safety Conference:

Standards Promised On Hazard Labelling

Chicago—Federal labelling standards for hazardous substances that workers come in contact with on the job will be issued by the end of the year, Labor Under Sec. Robert J. Brown told the Labor Conference at the National Safety Congress here.

The Occupational Safety & Health Administration earlier in October had proposed a program to identify, classify and regulate all kinds of substances that are dangerous to workers' health.

Brown also praised an industrial-medical surveillance program that was outlined by Dr. Thomas F. Mancuso, medical consultant to the Machinists. Brown said the concept of every worker helping to seek out invisible health hazards in the workplace is needed to protect the lives of wage earners and their families, because OSHA inspectors and hygienists can't do the job alone.

A key part of the surveillance program is the worker's direct telephone contact with an industrial medical consultant, Mancuso said. In the past, he noted, workers had no adequate source of information to deal with health hazard problems.

A handbook titled Help for the Working Wounded, authored by Mancuso and published by the IAM last year, is being used by numerous workers on the job as a guide to detecting health hazards posed by exposure to toxic substances.

President John H. Lyons of the Iron Workers cited the historic role of his union in occupational safety. He noted that the founding of the Iron Workers union could be traced to a bridge construction accident 85 years ago in which 40 men were killed.

Safety is a key part of apprentice training for Iron Workers, he said, noting that the programs are conducted in cooperation with the AFL-CIO Building & Construction Trades and Metal Trades Departments.

President A. F. Grospiron of the Oil, Chemical & Atomic Workers proposed the establishment of a labor occupational health institute.

"The resources of a labor institute mean that labor will no longer have to wait for a crisis to intervene, but will be able to move aggressively toward preventive health practice," Grospiron said.

He and Lyons were presented the Labor Conference's distinguished service awards. Others receiving awards included Alan Burch of the Operating Engineers, Elwood Swisher of OCAW, Thomas Dillon of IAM District 55, J. George Eichhorn of the IAM, Jerry Martin of IUOE Local 3, Vice President Robert P. Cooney of the Iron Workers, Bob Fritz of International Brotherhood of Electrical Workers Local 1379, Roy Christensen of IAM Lodge 851 and Murray L. Naquin of OCAW Local 4-447.

The conference elected Stanley J. Kasprzak of OCAW Local 8-12058, Niagara Falls, N.Y., as chairman. He succeeds Joe M. Short, director of education and training for the Laborers. Joseph Leonard of the Longshoremen was elected vice chairman to succeed Kasprzak, and Jack R. Suarez of the Electrical, Radio & Machine Workers, was re-elected vice president for labor of the National Safety Council.

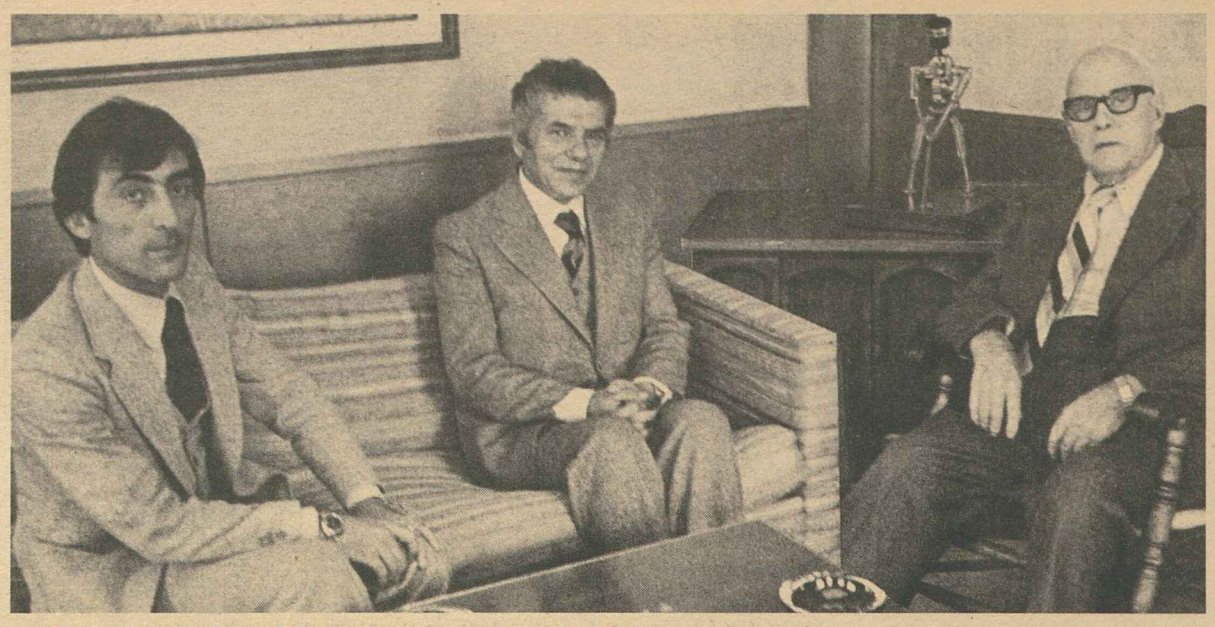
Speaking Tour Of 11 Cities Set For Bukovsky

(Continued from Page 1)

sian workers. He estimated that there were three million political prisoners in the USSR and observed that "only a person directly threatened by starvation would decide on such an extreme act as a strike."

"The rare, desperate strikes in the Soviet Union do not occur in the demand of better working conditions or a raise in pay—but only when the workers and their families literally have nothing to eat," Bukovsky said.

He is currently writing an account of his experiences in the Soviet psychiatric "gulag," revealing the charlatanism of political mental institutions in the USSR, and the way psychotherapy is used as a tool for terror and suppression.



TURKISH TRADE UNION leaders, visiting the United States under the sponsorship of the Asian-American Free Labor Institute, met with AFL-CIO President George Meany at the end of a month-long stay. Halil Tunc, center, president of the Confederation of Turkish Trade Unions (Turk-Is), has been in the forefront of attempts to stabilize Turkey's political structure. He was accompanied by his executive assistant, Kutay Aksel. AAFLI has assisted Turk-Is since 1973.

Rail Signalmen Elect Bates As President

Chicago—R. T. Bates has succeeded Charles J. Chamberlain as president of the Railroad Signalmen, following the latter's swearing-in as a member of the Railroad Retirement Board.

At the same time the union's executive board chose W. D. Best midwestern Regional vice president, to succeed Bates as secretary-treasurer. Both will serve until the union's next election at the 1979 convention.

Bates, 50, a signalman and member of the union since 1945, has been secretary-treasurer since the Signalmen's 1970 convention. Prior to that he was successively chairman of his local Roseburg, Ore., lodge, Southern Pacific general chairman, and western regional vice president.

Best, 54, was the union's first director of research before assuming the vice presidency and also served as vice general chairman of the Pennsylvania Railroad general committee and as an Indiana local lodge chairman prior to that.

Chamberlain's new position places him on a three-member presidentially-appointed board which administers the $4 billion a year federal retirement, survivor and unemployment-sickness benefit system for the nation's railroad workers.

Georgine Hits Attacks On Bargaining Process

San Francisco—Big business is bankrolling an attempt "to subvert the collective bargaining process" through such groups as the Business Roundtable and the National Right to Work Committee, President Robert Georgine of the AFL-CIO Building & Construction Trades Dept. declared here.

Georgine told a meeting of the American Society of Civil Engineers that although the Business Roundtable was supposedly set up to look for ways to improve collective bargaining, the group has actually sought "to educate users of construction on how to go open shop or non-union."

The Roundtable is a new lobbying group made up of corporate chief executive officers and directed by the chief executives of 43 companies.

Georgine told the convention of engineers that the activities of the Right to Work Committee—which he said raised more than $15 million to defeat common-site picketing and opposes every labor-backed legislative initiative—should lead "professional people like yourselves" to question the group's real motives.

In general, Georgine said, the activities of these and other big-business-backed organizations strike directly at the construction trades and are attempts to destroy them at the local level.

Georgine observed that this attempt is ironic in light of the general good promoted by the construction trades, both in the industry and the broader society.

Within the industry, Georgine noted, "our union workmen are better trained in their skills than the non-union work force."

Further, the construction trades "have the structure and organization to do things in the broad public interest" through their 10,000 locals in almost every city of the nation, a structure unmatched by non-union workers.

Georgine cited the successful campaigns against banning nuclear power development in several western states, the passage of pension reform legislation, and the support of key public works projects threatened with extinction as cases where the building trades were in the forefront of public interest issues.

Rather than seek to destroy collective bargaining and the union shop, Georgine said, professionals and building contractors should understand that "it would really be to their great advantage to go union."

2nd Quarter Productivity Up Sharply

The productivity of American workers increased at a 4.9 percent annual rate in the July to September period, compared with a 1.1 percent decline in the previous quarter, the Bureau of Labor Statistics reported.

BLS said the third-quarter rise in productivity—output per manhour of work—resulted from a 4 percent increase in output and an eight-tenths of 1 percent drop in hours worked. While the third-quarter rate of output was less than half the 8.5 percent rate in the second quarter, it was accomplished with little increase in hiring.

In manufacturing, productivity in the July-September quarter rose 6.5 percent as output grew by 5.4 percent and hours fell 1 percent. The gain over the quarter was the largest quarterly gain in manufacturing productivity in two years, BLS said.

The overall productivity gain in the third quarter marked the first time that hours worked did not increase since the second quarter of 1975, BLS said. The rate of growth of output was the slowest all year, the government added.

Real compensation per hour—hourly pay adjusted for changes in the consumer price index — increased 3 percent during the third quarter, compared to a 2.2 percent decline in the second quarter.

Coors-Funded Foundation Exposed In Parroting J. P. Stevens Claims

A supposedly independent research study of J. P. Stevens & Co. and the unionization of the textile industry is substantially lifted from company propaganda about those issues, the Clothing & Textile Workers charged.

The Heritage Foundation, a tax-exempt research group based in Washington, released in August a report with 26 "virtual or actual" cases of copying from a Stevens Co. pamphlet, the union said. The foundation's report purported to be an objective "backgrounder" on Stevens's attempts to block unionization of its plants.

The foundation report also makes use of company statements issued June 7 and Aug. 4 virtually verbatim and without attribution, the union pointed out.

The affair concerning the report is only the latest in a series of actions which ACTWU said call into question the foundation's independence and tax-exempt status.

As long ago as 1973, several investigative series in magazines and newspapers pointed up the extremely close connection between the foundation and Joseph Coors, the right-wing Colorado brewery owner and large-scale contributor to a variety of ultra-conservative causes.

ACTWU said it has examined the report and the parallel company statements and is "firmly convinced that this [coincidence] is not divine Providence."

The union went public with its charges during a press luncheon—sponsored by Fairchild Publications—called to give foundation and union spokesmen a chance to comment on the "backgrounder."

The union said that the Heritage Foundation offered no defense to the charges that it had directly copied much of the "backgrounder" from company sources.

ACTWU Vice President Scott Hoyman emphasized that the report did not involve independent research but simple copying of company documents, and added that no one from the foundation had made any effort to verify material obtained from Stevens or to solicit comment from the union.

Coors beer is the target of a national labor-sponsored boycott, as is the Stevens Co. Joseph Coors, chief executive officer of the company, is a major financial angel for the Heritage Foundation.

A directly affiliated local of the AFL-CIO has been on strike against Coors Beer in Golden, Colo. since April. The company has demanded regressive contract terms and has been criticized by the regional NLRB for seeking to "discredit, undermine and subvert" the union.

Earlier this year, Heritage Foundation began a $150,000 fund-raising drive to support what it called a "1977 fund to stop big labor."

17th Du Pont Union Votes for USWA

Pittsburgh—The executive board of another Du Pont independent union has voted to affiliate with the Steelworkers, USWA Organizing Director Elmer Chatak announced.

The board of the Association of Chemical Employees, a 50-member unit of laboratory analysts at Du Pont's Belle, W. Va., plant, became the 17th of a total of 31 independent union executive boards at Du Pont facilities to vote to join the USWA. The Steelworkers union is engaged in a national campaign to organize the huge chemical firm's workers.

Chatak also announced that the union had attained majority status at two more Du Pont facilities, making a total of 10 plants where a majority of the workers has signed USWA membership cards.

Public Broadcasting

PUBLIC BROADCASTING remains America's best hope for an alternative communications medium but the trends that have been developed in recent years give us reason to question whether the goals set for it will indeed be realized.

Today 25 percent of public television programming is contributed by corporate "underwriters" and more than two-thirds of prime air time on public television is filled with programming bought and made available by corporations.

Because public broadcasting has not been adequately funded by local, state and federal governments, the operators of the public system have grown more reliant on these corporate sponsors, or "underwriters," and wealthy individual donors. As a result, programming designed to meet the commercial test of mass acceptability has increased, while programs that would satisfy important minority interests fail to find resources equal to the need.

As the number of pre-packaged, imported costume dramas, re-runs, sporting events and other bland imitations of commercial fare increases on the public television schedule, less time and funds can be found for programming that is innovative, educational and which encourages American creativity.

Pressed for funds, some public stations have even leased facilities and equipment provided by the American taxpayer and intended for educational purposes to commercial operators.

More money is needed to properly fund the public broadcast system. But equally important is the need for a new source of revenue that is not tainted by political, commercial or economic ties.

SEVERAL SUCH SOURCES have been recommended. Among these is one that would require commercial broadcasters to pay an annual fee for the licenses which permit them to use and exploit the airwaves and command government protection of their spectrum assignments. The proceeds would be placed in a trust fund similar to the Federal Highway Trust Fund and used to maintain the public broadcasting system.

We endorse this suggestion and urge Congress and the Administration to adopt it. If the present practice of providing local and state funds, federal monies appropriated on a long-range basis, and encouraging private donations is continued, the license fee could be kept at a modest level.

So long as corporate underwriters are permitted to have a direct interest in programming transmitted by the public system, the fundamental purpose of that system—to provide a non-commercial alternative medium—is subverted. Therefore, we suggest that a chief goal of any reform of the public broadcasting system should be to insulate it from all commercial influence.

This could be accomplished by enacting legislation restricting corporate contributions to general grants that are not earmarked for any specific program or type of program but can be used at the discretion of public broadcasting administrators.

—From a report on public broadcasting adopted by the AFL-CIO Executive Council.

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Food on the Table

5,600 Jobs Lost:

Zenith Workers Latest Victims Of 'Suicidal Trade Policies'

By Gus Tyler

THE DECISION of the nation's largest TV manufacturer, Zenith Radio Corp., to fire 5,600 workers—a quarter of its employees—is a dramatic indictment of the suicidal trade policies of the United States that may lead us from our one-time financial zenith to a future economic nadir.

Zenith is closing plants here to open plants in Mexico and Taiwan. Zenith will also buy stereo products made overseas instead of in the United States.

Zenith is doing all this against its better nature. For many years, Zenith has resisted the temptation to export capital, know-how, and jobs to other lands. But now it can no longer stand alone in an industry that has, for years, turned to cheap labor overseas to do its work.

RCA—the No. 2 giant in the industry—closed plants here many years ago to open shops in the Orient. "The company says it is reaping the benefits of the program," reports the New York Times.

Now Zenith has found it increasingly difficult to compete with TV sets made by Japanese companies or by American corporations that do their work overseas. So Zenith has to follow suit, foreshadowing the day when TV sets—like radios—will no longer be made in America by anybody.

The bad news from Zenith comes on the heels of the sad news from Ohio that Youngstown Sheet & Tube with 5,000 employees is shutting down. The company can no longer withstand the flood of imports in an industry that has seen more than 800,000 jobs in 10 years washed away by foreign competition.

The Youngstown and Zenith tragedies are not isolated incidents. This year we will be importing billions more than we are exporting. Our trade deficit will be more than $30 billion for the year. (The record high up to now was $6.4 billion in 1972.)

Instead of being shocked into action, Treasury Sec. Blumenthal reacts cavalierly, noting that while this damaging deficit is "worrisome," we should cool our anxieties because our economy as a whole is "strong and growing." Our big deficit is seen by him mainly as our contribution to the failing economies of other countries.

But how long can we continue to throw people out of work in the United States to put people to work in other lands?

To counter the growing resentment in the United States against the tide of imports, some European and Japanese companies are planning highly visible moves to give the impression that they are moving capital into this country to provide more employment to Americans.

The day Zenith announced its plant closing, the Times announced that the Japanese "Honda Motor Co. is negotiating with Ohio officials to build its first vehicle assembly plant in the next year."

BUT LOOKING into the mouth of this gift horse suggests that the "gift" to us may really be a gift to Japan.

The Japanese get a double advantage: they will save on shipping costs because parts can be packed more tightly than assembled motorcycles; they will save on tariffs because they will not have to pay the rate on the finished product. The employment in the United States will be minimal because most of the work on the bike—namely, the making of the components—will take place outside the United States.

The "American" involvement—final assembly—becomes just so much perfume to defume the bad smell arising from the putrefaction of the motorcycle industry in America.

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JOBS

UNION LABEL SHOP CARD

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MADE IN USA

CLUW Outlines Needs:

National Commitment Sought To Build Child Care System

The following is excerpted from an article in the October 1977 issue of the AFL-CIO American Federationist, "Child Care: The Need for Commitment," by Ruth Jordan. It is based on an overseas tour by a delegation from the Coalition of Labor Union Women.

EACH MORNING, all over the United States, mothers and fathers wake up hoping their makeshift arrangements for child care will work. They pray the child will stay well so he or she can go to school. They pray the babysitter will stay well so that she can come to their home or receive their child in hers. They curse the snow —because that means school might be closed. They hope the recreation program will be adequately supervised to protect their child after school.

Child care arrangements in the United States are a combination of chance taking and breath holding. It takes its toll of the parent and the child and for many young mothers their children become a cross to bear rather than a joy to savour.

The child care programs in each of the nations visited by CLUW (Israel, Sweden, France) were primarily rooted in community concern for the physical, social and developmental needs of children. We also observed that these programs aim at strengthening family life by providing a measure of security and stability.

A comprehensive child care program in the United States should also flow from a national policy on children and families that includes a maternal and infant health plan; a basic standard of housing for families, a floor on family income and full employment.

The need for out-of-home care for children is related to two developments in all three countries. In each nation, as in the United States, there has been a significant increase in the number of working mothers with young children. Comprehensive child care legislation must provide for the needs of these workers and recognize the difference in school schedules and work schedules by supporting programs for after-school recreation, vacations and holidays.

All three nations endorse the value of early childhood education. We believe all children should have access to pre-school education, not simply custodial care. In each nation we visited priority was given to working parents, single parents and to families of children with special needs, including handicapped children.

Ideally we support universal, free child care, but we note each nation has some fees for certain programs. Government payments in each nation underwrite at least the base cost for child care which may cover construction and maintenance of physical facilities and sometimes teacher or other staff salaries. The parent pays only a portion of the cost of maintaining the child in care and that is based on a sliding scale formula determined by income and size of family.

In Israel the sliding scale fees are based only on the income of the mother. We believe such a principle supports the right of women who want to work to do so. It does not dilute the financial value of the woman's job to her family.

In no country is proprietary care—day care for profit—encouraged or subsidized. We believe only nonprofit providers should receive government support.

The special consideration given to physically and emotionally handicapped children in each country implies the need to provide more trained personnel to work with these children and in-service training for present staff.

We observed that programs in all countries are designed to respect the language, cultural and ethnic differences of diverse populations.

Child care programs are also open to all children regardless of economic status and an effort is made to locate facilities so as to minimize economic, racial and cultural segregation.

Parents in each country prefer day care facilities located close to their homes over those close to their places of work and we believe priority should be given to providing care in neighborhoods.

Family day care homes in France and Sweden seem to be a political expedient to provide low-cost spaces to meet a high demand. As working women we are concerned that this care provides only baby sitting services for the child and depends on the maintenance of a low-paid, poorly trained group of women workers. If family day care continues to be subsidized in this country, it must be closely supervised and provide strict program and safety standards.

IN EACH COUNTRY the need for child care spaces has consistently exceeded the supply. All-day care for pre-schoolers and after-school care for older children are powerful political issues. Working women through their trade unions are playing an active role in demanding improved facilities and more spaces.

Child care must become a priority issue in this nation. We have seen programs that work and we have seen what a national commitment to children can accomplish. Our nation has the resources and ingenuity to do the same.

Industry, Jobs Threatened:

Sharp Rise of Imports Linked To Deficiencies in Trade Act

THE TRADE ACT of 1974 is so shot through with deficiencies of both substance and administration that Congress may have to shape a whole new trade law next year, Sec.-Treas. Jacob Clayman of the AFL-CIO Industrial Union Dept. declared.

Clayman said that the procedures for relief from the deluge of imports are so cumbersome and time-consuming that "you may lose your entire industry before a final resolution is made." He cited a 1971 anti-dumping finding against Japanese color TV, pointing out that the decision "has been kicked around" in the Treasury Dept. for six years, but no sanction or penalty has ever been assessed for the violation.

"This indicates that we are not aggressively defending jobs against foreign imports," he asserted on the AFL-CIO produced network radio interview Labor News Conference.

Clayman said that the labor movement will continue to press the Administration and trade officials for "orderly marketing agreements between our government and other governments" that would spell out mandatory quotas on imports of specific items, as an effective short-range answer —"much like sticking a finger in the dike." He said that "if we wait for long-range programs to become effective, we may not have any future" as a manufacturing and producing economy.

The direction of trade policies hinges largely on the Executive Branch of government, he pointed out. "The White House sets the mood, the tone, the climate, the leadership—for action, both in terms of relationships with other governments and also action in Congress," he said.

While the President has in the past approached trade in the "classical economics" sense of so-called free trade, Clayman noted that Carter did talk in stronger, more up-to-date terms in recent discussions relative to the steel industry. He said the President "talked about not only free trade, but about free and fair trade," and went on to pledge that the " 'present concern about the steel industry will be alleviated, not by words or promises, but by actions and decisions.' "

Clayman said that if the President "follows through on those observations, as I understand them, we will one day be shouting his great praise about action in the field of international trade."

Reporters questioning Clayman were Dale McFeatters of the Scripps-Howard Newspapers and Frank Swoboda of the Baltimore Sun.

By Press Associates, Inc.

WHEN THE LABOR DEPT.'S Bureau of Labor Statistics announced that the national jobless rate was 6.9 percent in September, organized labor and independent economists disagreed and put the "true" unemployment rate at 9.8 percent. With good reason, they believe the government should be counting the "discouraged" workers who have dropped out of the labor force and those forced on part-time jobs.

And recently, when BLS reported that the black unemployment rate matched a postwar high of 14.5 percent, minority leaders called on the White House to move towards an urban policy.

And, speaking for the open spaces beyond the cities, the Rural America organization is asking the question, "How many migrant and seasonal farmworkers are there—255,000 or 1.6 million?" Rural America estimates the higher figure, while various government agencies give the lower total and three more in-between.

These recent incidents once again show how important it is to develop an accurate "thermometer" to measure how well or how wastefully the nation is utilizing its human resources.

The stakes are high. The unemployment rate is the most politically explosive statistic issued by the federal government. Some $17 billion in federal funds and grants are distributed on the basis of a good national rate, but flimsy state and area jobless data.

When Congress extended the emergency jobs program in 1976, it created a National Commission on Employment & Unemployment Statistics. This action finally recognized that billions of dollars—in extended jobless benefits, job creation and training programs, countercyclical revenue sharing and public works—were distributed in good part on the basis of inadequate data.

President Carter appointed Sar A. Levitan, an experienced manpower economist and head of George Washington University's Center for Social Policy Studies, as commission chairman. The nine-member commission will include labor, business and other experts in local and state government and labor force issues.

As Levitan describes the commission's mandate, the major focus is to assess labor market statistics on the basis of how accurately they measure real hardship nationally and within state and local areas; and how efficient and fair they are for making policy and distributing funds.

BUT VIGOROUS DEBATE can be expected over who and what to count. The conservative view would define unemployment narrowly, arguing that not everyone who looks for work really needs it. This approach would count only "breadwinners" and not count as unemployed the part-time jobhunters, married women, youth, those who voluntarily leave their jobs and people moving in and out of the labor force.

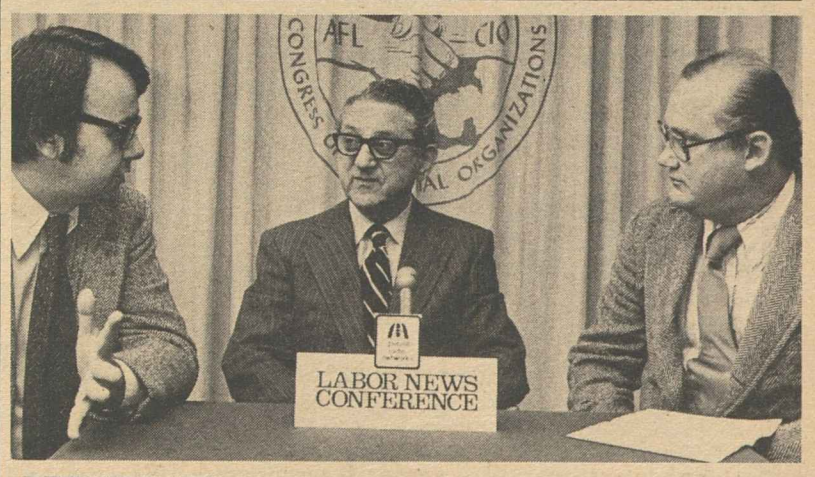
The conservative approach also would not count homemakers, even though they may want a job, or full-time students now counted as jobless if seeking part-time work. Some want to eliminate 16- and 17-year-olds altogether.

Organized labor favors a much broadened concept of unemployment. Labor economists feel the 1.1 million workers who dropped out of the labor force (stopped seeking jobs) because of the lack of jobs should be counted as unemployed.

Labor experts also would count as unemployed those forced on part-time jobs because of an economic slowdown. Labor also objects to current conservative definitions which count millions as employed even though a person may work just a few hours a week. This inflates the employed total and depresses the unemployment rate.

Levitan favors a new concept which he calls an Employment and Earnings Inadequacy Index, which would count the jobless, the dropouts and those with wages below the poverty line.

The commission's work will be no substitute for policies promoting strong economic growth. But it will provide a measure of how well or poorly the nation is doing in eliminating poverty, creating decent jobs and moving towards the goal of full employment.



DEFICIENCIES of both substance and administration leave the Trade Act of 1974 so weak and cumbersome that Congress may have to write a whole new trade law next year, Sec.-Treas. Jacob Clayman, center, of the AFL-CIO Industrial Union Dept. declared on Labor News Conference. Questioning him were Frank Swoboda, left, of the Baltimore Sun and Dale McFeatters of the Scripps-Howard Newspapers. The public affairs interview is aired weekly on Mutual radio.

Votes on Oil Imports, Minimum Wage

Column I *shows the 257-165 defeat, on Oct. 19, of a labor-supported bill requiring that at least a small share of oil imports be carried in American-flag tankers. Right votes (R) for the bill were cast by 148 Democrats and 17 Republicans. Voting wrong (W) were 132 Democrats and 125 Republicans.*

Column II *records the 236-187 adoption of the minimum wage conference report on Oct. 20. This was the final step in passing the labor-sought legislation. Voting right were 219 Democrats and 17 Republicans. Wrong votes were cast by 63 Democrats and 124 Republicans.*

Numerals show House districts; PR—paired right; PW—paired wrong; A—absent and not paired.

ALABAMA		
1. Edwards (R)	R	W
2. Dickinson (R)	W	W
3. Nichols (D)	R	W
4. Bevill (D)	R	R
5. Flippo (D)	R	R
6. Buchanan (R)	R	R
7. Flowers (D)	R	R
ALASKA		
AL Young (R)	R	R
ARIZONA		
1. Rhodes (R)	W	W
2. Udall (D)	W	R
3. Stump (D)	W	W
4. Rudd (R)	W	W
ARKANSAS		
1. Alexander (D)	W	W
2. Tucker (D)	W	R
3. Hammerschmidt (R)	W	W
4. Thornton (D)	R	R
CALIFORNIA		
1. Johnson (D)	R	R
2. Clausen (R)	R	W
3. Moss (D)	W	R
4. Leggett (D)	R	R
5. Burton John L. (D)	R	R
6. Burton, Phillip (D)	R	R
7. Miller (D)	W	R
8. Dellums (D)	W	R
9. Stark (D)	A	R
10. Edwards (D)	W	R
11. Ryan (D)	R	R
12. McCloskey (R)	W	W
13. Mineta (D)	W	R
14. McFall (D)	R	R
15. Sisk (D)	W	R
16. Panetta (D)	W	R
17. Krebs (D)	W	R
18. Ketchum (R)	W	W
19. Lagomarsino (R)	W	W
20. Goldwater (R)	A	W
21. Corman (D)	R	R
22. Moorhead (R)	W	W
23. Beilenson (D)	W	R
24. Waxman (D)	W	R
25. Roybal (D)	R	R
26. Rousselot (R)	W	W
27. Dornan (R)	W	W
28. Burke (D)	R	R
29. Hawkins (D)	R	R
30. Danielson (D)	R	R
31. Wilson, C. H. (D)	R	R
32. Anderson (D)	R	R
33. Clawson (R)	W	W
34. Hannaford (D)	R	R
35. Lloyd (D)	R	R
36. Brown (D)	R	R
37. Pettis (R)	W	W
38. Patterson (D)	R	R
39. Wiggins (R)	W	W
40. Badham (R)	W	W
41. Wilson, Bob (R)	R	W
42. Van Deerlin (D)	R	R
43. Burgener (R)	R	W
COLORADO		
1. Schroeder (D)	W	R
2. Wirth (D)	W	R
3. Evans (D)	W	R
4. Johnson (R)	W	W
5. Armstrong (R)	W	W
CONNECTICUT		
1. Cotter (D)	W	R
2. Dodd (D)	A	A
3. Giaimo (D)	R	R
4. McKinney (R)	W	W
5. Sarasin (R)	W	A
6. Moffett (D)	W	R
DELAWARE		
AL Evans (R)	W	W
FLORIDA		
1. Sikes (D)	R	W
2. Fuqua (D)	W	W
3. Bennett (D)	R	W
4. Chappell (D)	R	W
5. Kelly (R)	W	W
6. Young (R)	W	W
7. Gibbons (D)	W	R
8. Ireland (D)	W	W
9. Frey (R)	W	W
10. Bafalis (R)	W	W
11. Rogers (D)	R	W
12. Burke (R)	W	W
13. Lehman (D)	W	R
14. Pepper (D)	A	A
15. Fascell (D)	W	R
GEORGIA		
1. Ginn (D)	R	W
2. Mathis (D)	R	W
3. Brinkley (D)	R	W
4. Levitas (D)	W	W
5. Fowler (D)	W	R
6. Flynt (D)	W	W
7. McDonald (D)	W	W
8. Evans (D)	R	W
9. Jenkins (D)	W	W
10. Barnard (D)	W	W
HAWAII		
1. Heftel (D)	R	R
2. Akaka (D)	R	R
IDAHO		
1. Symms (R)	W	W
2. Hansen (R)	W	W
ILLINOIS		
1. Metcalfe (D)	A	A
2. Murphy (D)	R	R
3. Russo (D)	R	R
4. Derwinski (R)	W	W
5. Fary (D)	R	R
6. Hyde (R)	W	W
7. Collins (D)	R	R
8. Rostenkowski (D)	R	R
9. Yates (D)	W	R
10. Mikva (D)	W	R
11. Annunzio (D)	R	R
12. Crane (R)	W	W
13. McClory (R)	W	W
14. Erlenborn (R)	W	W
15. Corcoran (R)	W	W
16. Anderson (R)	W	W
17. O'Brien (R)	W	W
18. Michel (R)	W	W
19. Railsback (R)	W	W
20. Findley (R)	W	W
21. Madigan (R)	W	R
22. Shipley (D)	R	R
23. Price (D)	R	R
24. Simon (D)	W	A
INDIANA		
1. Benjamin (D)	R	R
2. Fithian (D)	R	R
3. Brademas (D)	W	R
4. Quayle (R)	W	W
5. Hillis (R)	W	W
6. Evans (D)	W	W
7. Myers (R)	W	W
8. Cornwell (D)	R	W
9. Hamilton (D)	W	R
10. Sharp (D)	W	R
11. Jacobs (D)	W	R
IOWA		
1. Leach (R)	W	W
2. Blouin (D)	W	R
3. Grassley (R)	W	W
4. Smith (D)	W	R
5. Harkin (D)	W	W
6. Bedell (D)	W	W
KANSAS		
1. Sebelius (R)	W	W
2. Keys (D)	W	R
3. Winn (R)	W	W
4. Glickman (D)	W	R
5. Skubitz (R)	W	W
KENTUCKY		
1. Hubbard (D)	R	W
2. Natcher (D)	W	R
3. Mazzoli (D)	W	R
4. Snyder (R)	R	W
5. Carter (R)	W	W
6. Breckinridge (D)	R	R
7. Perkins (D)	R	R
LOUISIANA		
1. Livingston (R)	R	W
2. Boggs (D)	R	W
3. Treen (R)	W	W
4. Waggonner (D)	R	W
5. Huckaby (D)	R	W
6. Moore (R)	W	W
7. Breaux (D)	W	W
8. Long (D)	R	W
MAINE		
1. Emery (R)	R	R
2. Cohen (R)	W	R
MARYLAND		
1. Bauman (R)	R	W
2. Long (D)	R	R
3. Mikulski (D)	R	R
4. Holt (R)	W	W
5. Spellman (D)	R	R
6. Byron (D)	R	W
7. Mitchell (D)	R	R
8. Steers (R)	W	W
MASSACHUSETTS		
1. Conte (R)	W	R
2. Boland (D)	W	R
3. Early (D)	W	R
4. Drinan (D)	W	R
5. Tsongas (D)	W	R
6. Harrington (D)	W	R
7. Markey (D)	W	R
8. O'Neill (D)	Speaker	
9. Moakley (D)	R	R
10. Heckler (R)	W	R
11. Burke (D)	R	R
12. Studds (D)	W	R
MICHIGAN		
1. Conyers (D)	W	R
2. Pursell (R)	W	W
3. Brown (R)	W	W
4. Stockman (R)	W	A
5. Sawyer (R)	W	W
6. Carr (D)	W	R
7. Kildee (D)	W	R
8. Traxler (D)	W	R
9. Vander Jagt (R)	W	W
10. Cederberg (R)	W	W
11. Ruppe (R)	W	W
12. Bonior (D)	R	R
13. Diggs (D)	R	R
14. Nedzi (D)	R	R
15. Ford (D)	R	R
16. Dingell (D)	R	R
17. Brodhead (D)	R	R
18. Blanchard (D)	R	R
19. Broomfield (R)	W	W
MINNESOTA		
1. Quie (R)	W	R
2. Hagedorn (R)	W	W
3. Frenzel (R)	W	W
4. Vento (D)	R	R
5. Fraser (D)	W	R
6. Nolan (D)	R	R
7. Stangeland (R)	W	W
8. Oberstar (D)	R	R
MISSISSIPPI		
1. Whitten (D)	W	W
2. Bowen (D)	R	W
3. Montgomery (D)	R	W
4. Cochran (R)	W	W
5. Lott (R)	R	W
MISSOURI		
1. Clay (D)	R	R
2. Young (D)	R	R
3. Gephardt (D)	W	W
4. Skelton (D)	W	R
5. Bolling (D)	R	R
6. Coleman (R)	W	W
7. Taylor (R)	W	W
8. Ichord (D)	W	W
9. Volkmer (D)	W	R
10. Burlison (D)	W	R
MONTANA		
1. Baucus (D)	W	R
2. Marlenee (R)	W	W
NEBRASKA		
1. Thone (R)	W	W
2. Cavanaugh (D)	W	R
3. Smith (R)	W	W
NEVADA		
AL Santini (D)	R	R
NEW HAMPSHIRE		
1. D'Amours (D)	R	R
2. Cleveland (R)	W	W
NEW JERSEY		
1. Florio (D)	R	R
2. Hughes (D)	W	W
3. Howard (D)	R	R
4. Thompson (D)	R	R
5. Fenwick (R)	W	W
6. Forsythe (R)	W	W
7. Maguire (D)	W	R
8. Roe (D)	R	R
9. Hollenbeck (R)	W	A
10. Rodino (D)	R	R
11. Minish (D)	W	R
12. Rinaldo (R)	W	R
13. Meyner (D)	W	R
14. LeFante (D)	R	R
15. Patten (D)	R	R
NEW MEXICO		
1. Lujan (R)	W	W
2. Runnels (D)	R	W
NEW YORK		
1. Pike (D)	R	A
2. Downey (D)	W	R
3. Ambro (D)	W	R
4. Lent (R)	W	W
5. Wydler (R)	W	W
6. Wolff (D)	PR	A
7. Addabbo (D)	R	R
8. Rosenthal (D)	W	R
9. Delaney (D)	R	R
10. Biaggi (D)	R	R
11. Scheuer (D)	W	R
12. Chisholm (D)	R	R
13. Solarz (D)	R	R
14. Richmond (D)	R	R
15. Zeferetti (D)	R	R
16. Holtzman (D)	W	R
17. Murphy (D)	R	R
18. Koch (D)	PW	R
19. Rangel (D)	R	R
20. Weiss (D)	R	R
21. Badillo (D)	A	R
22. Bingham (D)	W	R
23. Caputo (R)	W	R
24. Ottinger (D)	W	R
25. Fish (R)	W	W
26. Gilman (R)	W	R
27. McHugh (D)	W	W
28. Stratton (D)	W	R
29. Pattison (D)	W	R
30. McEwen (R)	W	W
31. Mitchell (R)	W	W
32. Hanley (D)	R	W
33. Walsh (R)	W	W
34. Horton (R)	W	W
35. Conable (R)	W	W
36. LaFalce (D)	W	R
37. Nowak (D)	R	R
38. Kemp (R)	W	W
39. Lundine (D)	W	W
NORTH CAROLINA		
1. Jones (D)	R	R
2. Fountain (D)	W	R
3. Whitley (D)	W	R
4. Andrews (D)	W	R
5. Neal (D)	W	R
6. Preyer (D)	W	R
7. Rose (D)	R	R
8. Hefner (D)	W	R
9. Martin (R)	W	W
10. Broyhill (R)	W	R
11. Gudger (D)	W	R
NORTH DAKOTA		
AL Andrews (R)	PR	A
OHIO		
1. Gradison (R)	W	W
2. Luken (D)	W	R
3. Whalen (R)	A	A
4. Guyer (R)	W	W
5. Latta (R)	W	W
6. Harsha (R)	W	W
7. Brown (R)	PW	W
8. Kindness (R)	W	W
9. Ashley (D)	R	R
10. Miller (R)	W	W
11. Stanton (R)	W	W
12. Devine (R)	W	W
13. Pease (D)	W	R
14. Seiberling (D)	W	R
15. Wylie (R)	W	W
16. Regula (R)	W	W
17. Ashbrook (R)	W	W
18. Applegate (D)	R	R
19. Carney (D)	R	R
20. Oakar (D)	R	R
21. Stokes (D)	R	R
22. Vanik (D)	W	R
23. Mottl (D)	R	W
OKLAHOMA		
1. Jones (D)	W	W
2. Risenhoover (D)	W	W
3. Watkins (D)	W	W
4. Steed (D)	R	W
5. Edwards (R)	W	W
6. English (D)	W	W
OREGON		
1. AuCoin (D)	R	R
2. Ullman (D)	A	R
3. Duncan (D)	R	R
4. Weaver (D)	R	R
PENNSYLVANIA		
1. Myers, M. (D)	R	R
2. Nix (D)	R	R
3. Lederer (D)	R	R
4. Eilberg (D)	R	R
5. Schulze (R)	W	W
6. Yatron (D)	W	R
7. Edgar (D)	R	R
8. Kostmayer (D)	W	R
9. Shuster (R)	W	W
10. McDade (R)	W	R
11. Flood (D)	R	R
12. Murtha (D)	R	R
13. Coughlin (R)	W	W
14. Moorhead (D)	R	R
15. Rooney (D)	R	R
16. Walker (R)	W	W
17. Ertel (D)	W	R
18. Walgren (D)	R	R
19. Goodling (R)	W	W
20. Gaydos (D)	R	R
21. Dent (D)	R	R
22. Murphy (D)	R	R
23. Ammerman (D)	W	R
24. Marks (R)	W	R
25. Myers, G. (R)	W	W
RHODE ISLAND		
1. St Germain (D)	W	R
2. Beard (D)	W	R
SOUTH CAROLINA		
1. Davis (D)	R	R
2. Spence (R)	R	W
3. Derrick (D)	W	R
4. Mann (D)	W	W
5. Holland (D)	R	W
6. Jenrette (D)	R	R
SOUTH DAKOTA		
1. Pressler (R)	W	W
2. Abdnor (R)	W	W
TENNESSEE		
1. Quillen (R)	W	R
2. Duncan (R)	W	W
3. Lloyd (D)	W	R
4. Gore (D)	W	R
5. Allen (D)	W	R
6. Beard (R)	W	W
7. Jones (D)	W	R
8. Ford (D)	W	R
TEXAS		
1. Hall (D)	R	W
2. Wilson (D)	R	W
3. Collins (R)	W	W
4. Roberts (D)	W	W
5. Mattox (D)	R	W
6. Teague (D)	R	W
7. Archer (R)	W	W
8. Eckhardt (D)	R	R
9. Brooks (D)	R	R
10. Pickle (D)	R	W
11. Poage (D)	W	W
12. Wright (D)	R	R
13. Hightower (D)	W	W
14. Young (D)	R	W
15. de la Garza (D)	R	R
16. White (D)	R	W
17. Burleson (D)	W	W
18. Jordan (D)	R	R
19. Mahon (D)	W	W
20. Gonzalez (D)	R	R
21. Krueger (D)	W	R
22. Gammage (D)	R	W
23. Kazen (D)	R	R
24. Milford (D)	W	W
UTAH		
1. McKay (D)	W	R
2. Marriott (R)	W	W
VERMONT		
AL Jeffords (R)	W	R
VIRGINIA		
1. Trible (R)	R	W
2. Whitehurst (R)	R	W
3. Satterfield (D)	W	W
4. Daniel, Robert (R)	R	W
5. Daniel, Dan (D)	W	W
6. Butler (R)	W	W
7. Robinson (R)	W	W
8. Harris (D)	W	R
9. Wampler (R)	W	W
10. Fisher (D)	W	R
WASHINGTON		
1. Pritchard (R)	R	R
2. Meeds (D)	R	R
3. Bonker (D)	R	R
4. McCormack (D)	R	R
5. Foley (D)	W	R
6. Dicks (D)	R	R
7. Cunningham (R)	R	W
WEST VIRGINIA		
1. Mollohan (D)	R	R
2. Staggers (D)	R	R
3. Slack (D)	R	R
4. Rahall (D)	W	R
WISCONSIN		
1. Aspin (D)	W	R
2. Kastenmeier (D)	W	R
3. Baldus (D)	W	R
4. Zablocki (D)	R	R
5. Reuss (D)	W	R
6. Steiger (R)	W	W
7. Obey (D)	W	R
8. Cornell (D)	W	R
9. Kasten (R)	W	W
WYOMING		
AL Roncalio (D)	W	R

Organizing Step-Up Urged:

Woodworkers Map Drive To Counter Industry Shifts

Portland, Ore.—Attention of delegates to the 30th convention of the Woodworkers was focused sharply on the continuing shift of operations of the wood products and other industries to the deep South in the United States and to overseas sites.

A series of speakers, following the theme of IWA President Keith Johnson in the keynote address, charged that big, multinational corporations use the resources of unionized areas of the United States and Canada to foster new operations in nonunion areas of the world where labor is relatively cheap.

Because of the many problems caused by corporate maneuvers in the forest products industry, Johnson challenged the IWA membership to set a new course, if necessary, for the years ahead.

The 385 delegates representing about 110,000 members in 235 locals in the United States and Canada were to consider 55 resolutions dealing with the union's future, the forest products industry and social, economic and political questions.

Johnson cited many successes of the union in its 40 years of existence. He also cited failures and thus the need to prepare carefully for the future.

As successes he listed leadership in collective bargaining, particularly in the Pacific Northwest; advances in affirmative action; insistence that occupational health and safety receive high priority; promotion of worker concern for the forest products industry, and spearheading the worker education movement.

There has been some political leadership as well, Johnson said. Election of the Carter-Mondale ticket "is a plus, good experience for the future," he said. "Passage of the labor law reform act to end legal frustration of organizing efforts in the United States now seems clearly possible."

In respect to "failures," Johnson particularly stressed the problem of the South and the fact that "it is still true that major political control (in the United States and Canada) is in the hands of the right-to-workers, John Birchers, reactionaries and royalists of many titles."

He said the IWA has not organized enough southern workers, negotiated enough southern contracts or made enough progress in raising the wages and conditions of "our southern brothers and sisters or reducing the competitive threat to the wages and conditions that 40 years of the IWA has brought to the North."

Later, an IWA economist pointed out that log exports from areas such as the Pacific Northwest have made possible the expansion of new operations by large corporations, particularly in the South. Denny Scott said exports have impacted the timber supply, forced stumpage prices up and cost 11,000 union jobs.

The answer, said Alan Kistler, director of the AFL-CIO Dept. of Organization & Field Services, is for all of labor, not just the IWA, to intensify organizational efforts not only in the South but in all sections of the United States and Canada.

"Let's not forget," he said, "the building trades are under massive attack and so are the retail unions and the industrial unions and the service unions—all of organized labor.

"War was declared in December of 1955 at the meeting of the National Association of Manufacturers. That was their reaction to the merger of the AFL and the CIO. Ever since then, they've had success. The law has been inadequate and there have been employers willing to break it to stop us from organizing."

Kistler maintained that organizers today are as dedicated as they ever were, but that they must keep in mind there are more women in the work force along with young people who are not acquainted with the past battles of labor. "We must take their skills and resources to help them and us."

An impassioned plea for support in the growing J. P. Stevens boycott was made by Sol Stetin, senior vice president of the Clothing & Textile Workers.

Full cooperation was pledged by Johnson. "We know your problem well. What you are doing in the South helps us."

Johnson recalled last year's 129-day IWA strike at southern plants of the Weyerhaeuser Co.

"The Weyerhaeuser strike was not, perhaps, a total victory. There may have been lots of other workers that have needed the same support that we simply have not been able to help. But the process worked and is the best evidence to back up resolutions to establish permanent procedures for assisting organizing and strikes in our less fortunate areas."

Stetin was both dramatic and blunt in his plea for help against the law-breaking southern textile giant. Calling J. P. Stevens the number one labor law violator in the country, he demanded the jailing of top company officials. "It's long overdue."

Stetin charged that there is a conspiracy by big corporations "to invest overseas and in the deep South at our expense. They export our knowledge and technology; they import unemployment."

GRAPHIC ARTS UNIONISTS from Britain are welcomed to the George Meany Center for Labor Studies by President Kenneth J. Brown of the Graphic Arts International Union, third from right. The visitors attended a three-day seminar at the center prior to a four-week tour of the country and a study of the American graphic arts industry. The British trade union representatives are Alan Pearson, Ron Emerick, Chris Harding and Ernest Heald. They were joined by Leon Wickersham, assistant to the GAIU president.

November Schedule Listed By Labor Studies Center

The George Meany Center for Labor Studies will be operating its Silver Spring, Md., campus at capacity throughout November. Scheduled during the month are:

An institute on new staff members, open to officers and staff of all AFL-CIO affiliates, Nov. 27-Dec. 9.

A two-day conference by the AFL-CIO Public Employee Dept., Nov. 3-4, for federal and postal unions' national staff members.

The annual staff meeting of the Asian-American Free Labor Institutes, Nov. 13-18.

A meeting of top officers of residential schools now being operated by U.S. unions, Nov. 2-3.

Ten staff training programs for national or international unions, as follows:

Postal Workers—An arbitration program for the staff of the American Postal Workers Union, Oct. 30-Nov. 4.

AFSCME—Staff training programs for the State, County & Municipal Employees on third party participation in collective bargaining, Oct. 30-Nov. 4, and on bargaining techniques, Nov. 27-Dec. 2.

Machinists—The annual seminar for local union editors, Nov. 6-11.

Professional & Technical Engineers—A conference on internal communications, Nov. 6-11.

Air Traffic Controllers—Three programs for local representatives on how to represent members effectively under the PATCO/FAA management contract, Nov. 6-11, Nov. 13-18 and Nov. 27-Dec. 9.

Operating Engineers—A seminar on communications and problem solving for local officers, Nov. 13-18.

Utility Workers—The annual staff meeting, Nov. 15-18.

In addition, two off-campus institutes are scheduled: psychology for Union Leaders, at the University of California, Los Angeles, Nov. 13-18; and Grievance Arbitration: Preparation and Presentation, at the University of Illinois, Champaign.

More information on these or other labor studies programs may be obtained from Fred K. Hoehler, Jr., executive director, George Meany Center for Labor Studies, 10000 New Hampshire Avenue, Silver Spring, Md. 20903. Telephone: 301/431-6400.

Breakthrough Southern Pact Won by ILG

(Continued from Page 1)

The contract also provides an additional paid holiday, Good Friday, beginning in 1978; improved health and welfare benefits, bereavement and jury duty pay, and a grievance procedure with arbitration as well as other improvements.

Vanity Fair workers here chose the ILG as their bargaining representative in an election conducted by the National Labor Relations Board on Oct. 29, 1976. The company filed objections, but they were overruled by the NLRB in February.

Bonanno, who headed the union negotiating team, had high praise for the plant committee and the workers' solidarity in winning the contract. The final day's talks lasted 20 hours, he said.

Welfare Reform Held Weak on Job Rights

Tucson, Ariz.—A "key part of the solution to the 'welfare problem' is full employment, a job at a fair, decent, living wage for everyone who wants to work," AFL-CIO Economist Markley Roberts told welfare program administrators here.

Roberts noted, however, that "unfortunately the architects of the Carter Administration's welfare reform program have failed to deal realistically" with the crucial connection between unemployment and poverty.

Speaking to the American Public Welfare Association's western states conference, Roberts said the Administration's welfare reform proposals fall short on two main counts—"lack of enough jobs and the lack of adequate wage standards."

In their current form, Roberts said, the proposed reforms would "create a pool of millions of second-class citizens who would be forced to take public or private jobs at the minimum wage regardless of how much the minimum wage is below the actual prevailing rate for the particular work."

This wage section of the reform package would encourage public and private employers to expand their workforce or even replace portions of their existing workforce with lower-paid welfare recipients, Roberts observed.

He said the Administration proposal providing 1.4 million public service jobs to absorb the unemployed is too limited as well, particularly since the Administration "unrealistically expects this program to become the major source of publicly financed jobs for almost all the unemployed."

The nation needs a more far-reaching program to provide jobs at prevailing wage rates for every citizen who can work, Roberts said, as the Humphrey-Hawkins bill would mandate.

He further outlined the AFL-CIO's position calling on Congress to improve the Administration's proposals by:

- Maintaining some type of food-stamp program and refusing to restrict extended unemployment insurance.
- Refusing to extend the earned income tax credit to families far above the poverty level, but using available funds to improve the income support and job aspects of the program.
- Making the benefit level no lower than the poverty level and giving relief to hard-pressed cities and states that "now bear an unfair share of the financial burden of welfare;" and
- Using food stamps and some moderate extension of the earned income tax credit to assist the working poor without forcing them to rely on welfare payments.

Unions Warn Of Threat to Airline Jobs

Administration plans to permit foreign air carriers to begin operating throughout the United States could cost thousands of jobs for American airline employees, leaders of several labor unions charged.

In a telegram to President Carter, seven union presidents said that they found it difficult to believe that an administration which is so committed to full employment could pursue a policy that would severely reduce employment.

"We respectfully request that representatives of the U.S. airline employee groups be given an opportunity to discuss the labor impact of any major international aviation policy changes before they are finalized by your Administration," they said.

"We have long admired your pledge to conduct "government in the sunshine" and trust that you will allow the 'sun to shine' on these proposed policy changes." Press reports on Oct. 20 indicated the President was about to announce a new international aviation policy.

The telegram was signed by Air Line Pilots President J. J. O'Donnell, Railway & Airline Clerks President Fred J. Kroll, Flight Engineers President William A. Gill, Jr., Machinists President William A. Winpisinger, Transport Workers President Matthew Guinan, Air Line Employees President Victor Herbert, and Flight Attendants President Pat Robertson.

Labor Weekly Closed In Tacoma, Wash.

Tacoma, Wash.—After nearly 60 years of publication, the Labor Advocate ceased publication. The weekly newspaper of the Pierce County Central Labor Council has been losing money for the past few years, and had recently undertaken major format changes in an effort to save the paper.

House Action:

Social Security Bill Shores Up Financing

(Continued from Page 1)

security taxes. If such a system were currently in effect, a person earning $22,000 a year would still be taxed only on the first $16,500. But his employer would be taxed on the entire $22,000.

While the House Ways & Means Committee rejected this concept, the Senate Financing Committee has endorsed it with minor modifications.

Carter also proposed—and labor strongly endorsed—a plan for federal government contributions to the social security fund in years when high unemployment has reduced payroll tax collections.

Instead the House committee adopted an automatic loan formula to keep trust funds from dropping too low, with repayment to the Treasury guaranteed by a temporary increase in the social security tax rate.

Even this approach was attacked by House conservatives as a step toward federal funding of social security benefits, and the loan provision was retained in the bill only by a relatively close 221-196 margin.

When the bill came before the House, AFL-CIO Legislative Director Andrew J. Biemiller urged that it be passed even though labor was "not satisfied" with some of the provisions.

It would "put the social security program on a sound financial basis now and in the future," Biemiller said. And "it is much superior to the substitute proposals which would raise the age eligibility for social security benefits, reduce other benefits and provide even higher payroll taxes."

The substitute proposed by Republican members of the Ways & Means Committee, which the House decisively rejected, would have postponed the age at which retired workers could draw full benefits from the present 65 to 68.

The Ways & Means Committee bill would have required universal social security coverage within four years, without spelling out any procedure for coordinating benefits and payroll deductions for persons under the federal civil service or other public employee pension programs, such as various teacher retirement systems.

Its rationale was that many persons under a public retirement system also qualify for social security benefits by relatively short employment in private industry and constitute a drain on the fund.

In knocking out this mandatory coverage, the House substituted a two-year study, with a directive to the government agencies involved to come up with a plan for coordinating the social security and civil service retirement systems that would leave federal workers "no worse off than they would be under the existing system, in terms of costs and benefits."

In the event that a mandatory public employee coverage is not later adopted, the social security tax rate would rise one-tenth of 1 percent in 1981 and the taxable wage base would be put $1,800 higher to make up for lost revenue.

The AFL-CIO, in accordance with a convention mandate, joined unions representing federal and postal workers in opposing mandatory coverage for those groups of workers. In the state and local fields, unions were divided. Thus, the State, County & Municipal Employees supported universal coverage. But the Fire Fighters and Teachers were opposed.

The amendment on the earnings test would allow persons over 65 to earn up to $5,000 in 1980 without deduction of social security retirement benefits, $5,500 in 1981 and lift the ceiling entirely in 1982. The social security tax would be raised above the other scheduled increases, starting in 1982, to pay for it.

The committee bill would have raised the present $3,000 limit on outside earnings to $4,500 by 1979 and would not have required an additional tax.

Because of the various floor amendments, the tax rate and taxable wage base for various years were still being calculated as the AFL-CIO News went to press.

Unions Seek Changes In Welfare Approach

Union spokesmen urged a special House subcommittee to improve the employment features of the Carter Administration's welfare reform program.

Jerry Wurf, president of the State, County & Municipal Employees, said the Administration plan in its present form would weaken employment standards in both the public and private sectors and create a second-class workforce.

John A. McCart, executive director of the AFL-CIO Public Employee Dept., said persons on welfare who are able to work should be employed at prevailing wages at useful jobs that would not otherwise be done.

The federal government should provide "income support for those unable to work," McCart said, and "jobs and training" for those seeking work.

He strongly urged that there should be "an ultimate goal of full federal assumption of the welfare cost."

Wurf told the panel that welfare reform must be part of "a national employment strategy which emphasizes urban economic development, private sector job creation and new initiatives in such socially useful areas as child care, housing and transportation."

He said public service jobs have a place in such a program, but they must pay decent wages and benefits rather than perpetuate the welfare stigma.

Correspondence about address corrections should be sent with attached mailing label to: AFL-CIO Subscriptions, Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

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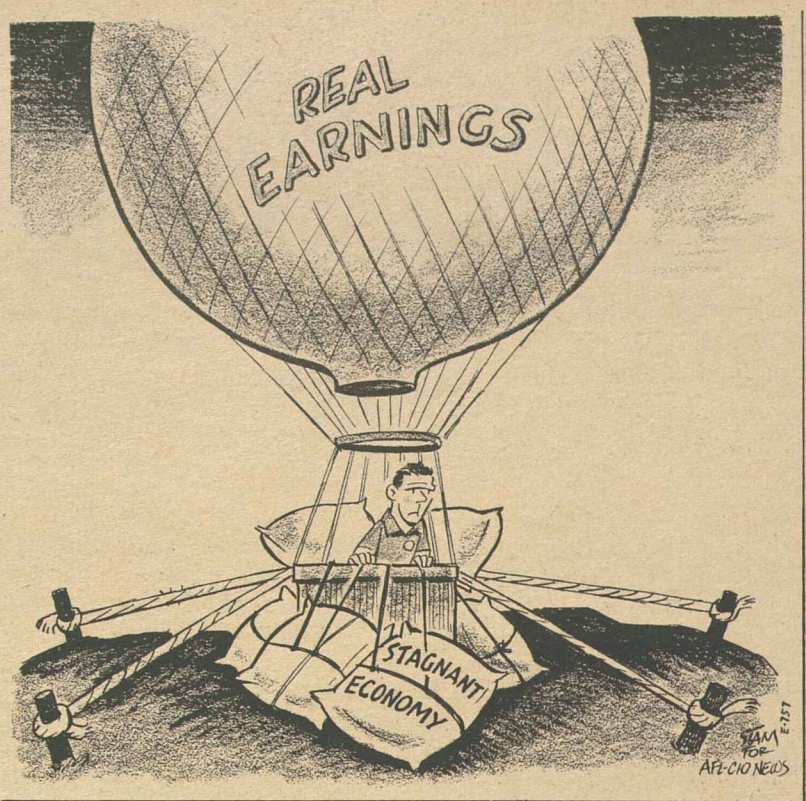

Workers' Real Wages Slump for 2nd Month

(Continued from Page 1)

sonally adjusted annual rate of 4.2 percent, noticeably slower than the 8.1 percent rise in the spring quarter that ended in June or the 10 percent rise in the quarter ended in March.

Prices declined in September for a number of food items, including pork, poultry, fresh fruits, eggs, ground coffee, dairy products, and fats and oil products, BLS said. The decline in dairy products was the first in seven months while prices for fats and oil products moved down for the first time this year.

Higher prices were posted, however, for some other foods, particularly fresh vegetables which rose 7 percent after seasonal adjustment last month. Beef prices turned up after declining for four months, and prices of cereal and bakery products continued to rise.

The cost of eating out—restaurant meals and snacks—increased two-tenths of 1 percent in September, about half as much as in August and in July and substantially less than the average monthly increase of nine-tenths of 1 percent during the first six months of 1977.

Prices rose for most nonfood commodities, except used cars and apparel, BLS said. Tobacco prices rose a sharp 1.9 percent, and prices for gasoline and motor oil increased six-tenths of 1 percent. New car prices also rose six-tenths of 1 percent, the same as in August. Used car prices declined 2.5 percent in September as the sharp downtrend that began in May continued.

Among services, charges for household services other than rent and for transportation services rose four-tenths of 1 percent, following rises of five-tenths of 1 percent in August. Rents were up six-tenths of 1 percent, about the same as in recent months.

Medical care charges were somewhat larger in September than in previous months. Auto insurance rates increased more last month than in August or July, but the cost of public transportation declined in September and mortgage interest rates fell for the second month in a row.

Chicago Teachers Win New Contract

The Chicago Teachers Union and the city's board of education reached a tentative agreement covering 30,000 teachers and other employees providing a 10 percent raise over a two-year period.

The agreement came on the eve of a scheduled strike referendum by Local 1 of the American Federation of Teachers. It includes the salary increase, protection of seniority rights, assignment of substitutes from eligibility lists and no cutbacks in any current contract provisions.

The salary package provides for a 5 percent raise Nov. 1 and an identical increase next September.

Negotiations on the contract began in June, but consideration of key issues did not take place until the union authoried a strike vote.

Meany Spurs Congress on Energy Plan

(Continued from Page 1)

"We do not look upon energy as a parochial issue," Meany said. "The development of an energy program ought not to serve the special interest of any particular sector of society. It is a subject of national concern . . . affecting the well-being and security of the entire nation."

On issues of "overriding importance," Meany said, "narrower interests must be compromised" and "the best program possible be enacted."

Congressional leaders have devised a plan to complete the legislative business of the first session by Nov. 4, and then keep the House and Senate on standby alert while a conference committee tries to reconcile the differing energy bills.

The Senate formula of having separate bills rather than a single omnibus measure will be followed.

When the conferees are ready to bring a bill to the floor, House and Senate leaders will summon members of Congress back to Washington.

In the interim, since the rules do not allow a recess of more than three days, there will be periodic "pro forma" meetings of Congress at which in an almost empty chamber a session will be called to order and adjourned in a matter of minutes.

Health Bill's Prospects Viewed as Improved

Hartford, Conn.—Bert Seidman, director of Social Security for the AFL-CIO, told a television audience here that the chances for enactment of something resembling the Kennedy-Corman Health Security bill "are better than ever before."

Interviewed on a local station's "Face the State" program, Seidman also said the principle of universal coverage is most important in such a bill and that the time needed to implement universal coverage is a less crucial issue.

Noting that the AFL-CIO and the Kennedy-Corman bill call for immediate phasing-in of universal coverage, a Connecticut journalist asked Seidman if a plan building up to such coverage over five or so years would be acceptable.

Seidman responded that "the important thing . . . is recognition that whether or not there is staging, there will be a universal comprehensive health insurance program within a reasonably short time."

Pointing to the Canadian system of universal national health insurance, Seidman said "poor people with urgent medical needs are getting their care just as quickly as the wealthy do, and if the poor people's needs are more urgent, they go to the front of the line."

Seidman also pointed out that the Canadian system began with private companies administering the program but has switched to public administration because of vast savings, running at an estimated 80 percent.

He attributed the lower costs to the "tremendous duplication" suffered under private administration due to "the marketing costs, the profits, the high salaries of the top executives."

He said the best popular argument for Kennedy-Corman-type legislation is the soaring cost of health care, now running at twice the rate of inflation in the economy as a whole. Seidman added that although 80 percent of Americans are covered by some type of private health plan, "it is also true that most people have considerably less than half of their health care costs covered by private insurance."

Seidman appeared on the program with Melvin Glasser, director of the Auto Workers' social security department. Prior to their interview they had visited Canada as members of the Committee for National Health Insurance to study that country's universal health security plan, which is similar to the plan contained in Kennedy-Corman.

Zagoria Named For Seat on Election Panel

President Carter has nominated Samuel D. Zagoria to a six-year term on the Federal Election Commission to fill one of three Republican seats on the six-member commission.

Zagoria, 58, who was a Republican member of the National Labor Relations Board from 1965 to 1969, is director of Labor-Management Relations Services for the U.S. Conference of Mayors.

He was named by Carter to a position currently held by William L. Springer, a former congressman from Illinois, whose term on the FEC expired Apr. 30.

Prior to service on the NLRB, Zagoria had been an administrative assistant to Sen. Clifford P. Case (R-N.J.). Earlier, he worked as a reporter and an editor with the Washington Post and had been president of the Washington local of the Newspaper Guild.

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Employer Groups Assailed On Labor Law Distortions

Can Pacts Win Gains For 30,000

Miami Beach—The Steelworkers approved new 40-month contracts with the can industry that provide income-security benefits patterned after those in the basic steel and aluminum industries.

The pacts, which were overwhelmingly ratified by the union's 150-member container industry conference, substantially improve wages, pensions and layoff benefits for USWA's 30,000 workers in the can industry.

"This is a splendid and deserved settlement," Steelworkers President Lloyd McBride said. "It gives our members in the container industry wages and benefits comparable to the contract pattern established in other major industries."

The agreement averted a strike against the nation's four largest can producers set to take place after midnight on Oct. 31, when an extension of the original contracts expired.

The new accord provides a general wage increase of 97 cents an hour with 23 cents of that total retroactive to Mar. 1 and the remaining 74 cents payable between now and Mar. 1, 1980. Additional incremental increases between job classes will bring the total wage boost to $1.09 an hour.

In addition, retroactive to Mar. 15, base wage rates will reflect a "roll-in" of 27 cents an hour in cost-of-living adjustments earned under the old agreement. Another roll-in of 32 cents an hour in COL

(Continued on Page 7)

MINIMUM WAGE BILL was signed into law by President Carter in a ceremony on the White House grounds, and AFL-CIO President George Meany tells the gathering that the higher wage floor will help generate the purchasing power needed to create jobs. The minimum pay will rise from the present $2.30 an hour to $2.65 on Jan. 1, 1978, and in steps to $3.35 three years later.

President's Action Endorsed:

ILO Pullout Backed As Necessary Step

By David L. Perlman

The AFL-CIO firmly supports President Carter's decision to go ahead with U.S. withdrawal from the International Labor Organization and will use other channels to advance the "high ideals and principles" that the ILO once represented.

"If and when" the ILO returns to these principles, AFL-CIO President George Meany said, the United States should return to the ILO.

The American labor movement helped found the ILO in 1919 as a unique vehicle for worker-employer-government cooperation to achieve international labor standards and protect human rights. That was the ILO's goal under the League of Nations and during most of its years as a United Nations agency.

But increasingly, in the 1970s, the ILO was used as a political pawn by a Communist-Arab voting bloc that mustered enough "Third World" allies to jam through resolutions attacking Israel, seat Arab terrorists as "observers" and ignore established fact-finding procedures. A blind eye was turned to abuses of worker rights in one-party nations.

With U.S. worker and employer delegates strongly supporting the move, the Ford Administration two years ago filed the required two-year notice of withdrawal. At the same time, the United States expressed the hope that the ILO would adopt reforms that would make withdrawal unnecessary.

The showdown came last June, at the ILO's annual conference in Geneva.

Sec. of Labor Ray Marshall and AFL-CIO Sec.-Treas. Lane Kirkland were on hand, along with the permanent worker, government and

(Continued on Page 2)

Carter Signs Wage Law, Hails Impact

President Carter signed the minimum wage bill into law, termed it "a step in the right direction" and predicted that it will have a "very beneficial" impact on the nation's economy.

The legislation raises the present $2.30 wage floor to $2.65 in January and to $3.35 in three additional annual step-ups.

In its first year, Carter noted, it will put $2 billion more into the pay envelopes of America's lowest-paid workers "who will spend it for the necessities of life" and stimulate the economy by doing so.

At a signing ceremony in the White House Rose Garden, Carter

(Continued on Page 8)

Kirkland Hits Attack On Reforms

AFL-CIO Sec.-Treas. Lane Kirkland charged that employer groups are trying to kill the labor law reform bill by distorting its intent and provisions.

Testimony against the bill by the National Association of Manufacturers, the Chamber of Commerce and their allies has been marked by "contempt for the realities," Kirkland said at Senate hearings.

Kirkland sharply challenged employer attempts to paint the bill as giving more power to unions and upsetting a supposedly "perfect and delicate" balance in labor-management relations.

In no way does the legislation even touch on the bargaining table balance between unions and employers, Kirkland stressed. It deals "exclusively with better protecting the rights of workers to freely decide, in a fair election, whether or not they desire union representation."

Kirkland reminded the Senate Labor subcommittee that congressional hearings going back at least 17 years have repeatedly documented the need for all of the bill's reforms.

The House has already passed labor law reform legislation and the Senate is expected to take up its version soon after the second session of Congress convenes in mid-January.

Dealing with the principal provisions of the bill, which is co-sponsored by Senators Harrison A. Williams, Jr. (D-N.J.) and Jacob K.

(Continued on Page 8)

Social Security Bill Nears Vote in Senate

The Senate opened debate on a social security financing bill that the AFL-CIO considered clearly superior to a House-passed measure. But the bill was facing a barrage of amendments that would result in a bigger tax bite out of worker paychecks.

Both the House and Senate bills would correct a technical flaw in the benefit formula that would have a snowballing impact if left unchanged. And both bills would raise the amount of wages subject to the payroll tax, and the tax rate itself, above the step-ups already scheduled by law.

In a letter to senators, AFL-CIO Legislative Director Andrew J. Biemiller focused on two key issues in the Senate debate.

He urged the Senate to keep in the bill a requirement that most employers be taxed on the full amount of their payrolls although workers would pay taxes only up to the cutoff level.

"The only alternative," Biemiller warned, "is even higher taxes than the bill already provides on already overburdened low and middle-income workers."

Biemiller also stressed the AFL-CIO's opposition to a House-passed provision that would phase out all income limitations for per-

(Continued on Page 2)

IUD Delegates Focus On Organizing in South

By Saul Miller

Atlanta—Organizing in the South, enhanced by prospects for labor law reform, the J.P. Stevens boycott and a "positive and upbeat" climate, emerged as a major theme at the AFL-CIO Industrial Union Dept.'s convention here.

The organizing theme ran through the keynote speech of retiring president I. W. Abel, the delegates' commitment to the Stevens boycott by parading down the city's Peachtree Street, the resolutions and the floor speeches.

It was underscored in an address by AFL-CIO Sec.-Treas. Lane Kirkland that the historic site of organizing drives—the plant gate—was moving to Congress, the White House and overseas as new and difficult problems confronted the trade union movement.

The delegates unanimously adopted a resolution that stressed the role of coordinated organizing in the Southeast with victories resulting in almost two-thirds of the elections held. It said that "there

(Continued on Page 3)

HRDI Sessions Explore Issues In Job Training

The AFL-CIO Human Resources Development Institute conducted a series of regional meetings with Labor Dept. representatives aimed at improving coordination of government-funded training and job placement programs sponsored by the HRDI.

Participating in the conferences held during October were HRDI staff members, officers of AFL-CIO state and local central bodies, and regional representatives of the Labor Dept.'s Employment & Training Administration. The one-day sessions were held at Chicago, San Francisco, New York and Atlanta.

HRDI, which operates offices in 53 cities across the country, has assisted AFL-CIO affiliates and state and local labor groups in developing training and job placement programs currently funded at about $6 million.

Major issues explored at the meetings included:

- Efforts by labor-sponsoring organizations to be given adequate time to plan and develop effective programs.
- The need to give labor wider representation on CETA planning committees.
- Concern over the placement of workers in low-paying jobs after they complete the training programs.

Conference participants also discussed the problems that would arise if the Comprehensive Employment & Training Act is not renewed and the government-funded programs are curtailed. The current legislation will expire next year.

SUBSIDIES FROM FOREIGN governments for textile and apparel exports to the United States add to the impact of low wages in destroying American jobs, union leaders charged at a news conference in Washington. AFL-CIO President George Meany joins Clothing & Textile Workers President Murray Finley, right, and Sec.-Treas. Jacob Sheinkman, left, in urging remedial action to curb unfair foreign competition.

Lack of Reforms Cited In Withdrawal from ILO

(Continued from Page 1)

employer delegates. But the familiar coalition blocked action on a committee report to assure a fair hearing on charges of violating ILO standards and a proposal to screen out politically loaded propaganda resolutions.

Such action was the "minimum" degree of reform that would have enabled the United States to remain in the ILO, Meany noted.

As Marshall told White House reporters in announcing President Carter's final decision to withdraw, "a majority of the delegates refused to halt the organization's movement away from its accepted principles and procedures."

Meany said the AFL-CIO remains "ready to cooperate and to work with the free trade union movements of the world, with our government and with management" to help put the ILO back on course.

Marshall told reporters that he is "optimistic" that the United States will again be able "in good conscience" to participate in the ILO.

"Our commitment to what the ILO stood for in the past and the organization's potential is undiminished," he said. "Equally undiminished is our commitment to work together with other countries on important labor matters."

The U.S. Chamber of Commerce, which nominates the employer delegate to the ILO, issued a statement strongly backing Carter's action.

The United States annual contribution of $20 million represented about one-fourth of the ILO budget. The United States will still be contributing to the ILO indirectly through the United Nations, which makes an annual allotment of $30 million through the UN Development Fund.

Marshall is chairman of a Cabinet-level committee on the ILO, which he said will continue to function as an indication of "our continuing interest in the ILO."

By all published accounts, the State Dept. sought to keep the United States in the ILO. But President Carter chose the withdrawal course urged by the Labor Dept. and the worker and employer delegations.

His formal statement noted simply that the United States gave notice that it would leave the ILO unless corrective measures were taken.

The U.S. warning, Carter made clear, was not a bluff.

"Because such measures have not been taken, I direct the U.S. membership in the ILO to be terminated."

Tennessee Convention Sets Legislative Goals

Nashville, Tenn.—Tennessee AFL-CIO convention delegates drafted a legislative agenda calling for the establishment of a commission to administer workers' compensation laws, collective bargaining rights for public employees and a state personal income tax.

The 400 delegates re-elected President Matthew Lynch and Sec.-Treas. Lee Case and authorized the creation of a public employee division when it is determined to be "economically feasible."

In his report, Lynch pointed to the legislative and political successes enjoyed by the state labor council during the past two years and pledged to continue efforts on behalf of workers and consumers.

In addition to approving resolutions on matters of particular interest to Tennesseans, the delegates endorsed AFL-CIO policy on a number of national issues such as health security, universal voter registration, fair trade and labor law reform.

The convention noted that Tennessee is one of only four states which has failed to establish a commission to handle workers' compensation claims. Supporting public employee bargaining rights the delegates declared that "we continue to seek legislation that would grant all public employees the same rights and privileges as employees in private industry."

In calling for tax reform, a resolution urged "a restructuring of state and local taxes to include progressive income and property taxes instead of a reliance on regressive food and sales taxes."

Prominent labor leaders and government officials addressed the three-day biennial convention.

William C. Marshall, Mississippi-born president of the Michigan AFL-CIO, said "it is time to bring about sanity" by reforming the nation's basic labor law.

Norman Hill, executive director of the A. Philip Randolph Institute, stressed the importance of "day-to-day politics" and urged the delegates to "rededicate yourselves to basic trade union principles."

Carl Scarbrough, president of the Furniture Workers, put his emphasis on organizing.

Among other speakers were James Sala, AFL-CIO regional director; Earl D. McDavid, secretary-treasurer of the AFL-CIO Union Label & Service Trades Dept.; Leonard Smith, executive secretary of the Kentucky AFL-CIO; Nicholas S. Bonanno, Ladies' Garment Workers regional director, and Steelworkers Vice President Leon Lynch and District Director Bruce Thrasher.

Rep. Clifford Allen (D-Tenn.) received an enthusiastic standing ovation when introduced as the only member of the House from the seven southeastern states to vote for situs picketing.

Schrank Appointed To Labor Dept. Post

J. Thomas Schrank has been named the Labor Dept.'s representative in the Philadelphia area to handle relations with community, labor, minority and business groups, government bodies and elected officials, the department announced.

Schrank served as president of the Delaware Building & Construction Trades Council from 1965 to 1973.

In Clothing, Textiles:

Union Asks Probe Of Import Subsidy

By James Kaplan

The Clothing & Textile Workers union has called for an investigation of foreign men's apparel and textile producers who enjoy unfair import advantages from their governments.

At a press conference in Washington, ACTWU President Murray Finley and Sec.-Treas. Jacob Sheinkman announced that the union had filed petitions and supporting documentation against producers in eight countries who benefit from import subsidies prohibited by U.S. law.

The union is asking the Treasury Dept.'s U.S. Customs Service to institute "countervailing duties" against the importers which would reflect the extent to which they are subsidized improperly by their governments.

The eight separate petitions against each of the importing nation's producers formally charge that imports from these countries enter "the United States customs territory at prices which reflect significant government subsidization, constituting bounties or grants" which are not permitted under U.S. tariff laws.

The eight countries listed in the union's petitions are South Korea, Taiwan, India, the Philippines, Brazil, Argentina, Uruguay, and Colombia.

The union charges that the subsidies come in a variety of forms, including rebates of corporate income taxes; rebates of import duties on raw materials used in the manufacture of apparel for export; indirect government handouts in the form of buildings, warehousing, technology and low-interest financing; and, in some cases, even import licenses on luxury items that no other firms in their countries can obtain.

The union's officers said that U.S. producers of men's clothing and textiles are at a disadvantage because of low wages paid by foreign producers—some as low as 15 cents an hour—and through government subsidies not available to U.S. industry.

The union's move comes against a background of massive import penetration of the U.S. men's apparel and textile markets over the past decade, and consequent rising joblessness in the industries.

Imports as a share of the domestic market in men's apparel have grown from 10 percent in 1968 to 45 percent in 1976, the volume of imports nearly quadrupling in that period. A study supervised by former Labor Sec. John T. Dunlop has shown that between 25,000 and 40,000 jobs were lost in men's apparel in 1976 alone as the direct result of import gains, Finley said.

AFL-CIO President George Meany, opening the news conference, said "this action demonstrates what we in the AFL-CIO have been saying over and over again: that free trade is a myth."

He added that "this is not competition—it is a stacked deck, stacked against the American worker."

The Clothing & Textile Workers represent about 500,000 workers in the two industries.

Finley and Sheinkman also announced that the union has petitioned the Labor Dept. to except men's and boy's apparel from tariff reductions in the current multilateral trade negotiations at Geneva. They added that a similar petition was being drawn up for textiles.

To support their claim for exemption, the union cited statistics indicating a job loss of 60,000 solely for the first year if tariffs on men's and boys clothing were reduced by the amount permitted under law.

Meany, in answer to questions from reporters, said that he was not happy with the Carter Administration's response so far to what unions in industries like steel and clothing consider unfair competition from imports.

If there is little headway made in the near future, Meany added, the AFL-CIO would support legislation aimed at protecting specific industries from unfair import competition.

Senate Heads for Vote On Social Security Bill

(Continued from Page 1)

sons over 65 who draw social security benefits. The Senate Finance Committee had rejected such a move, but a number of senators were seeking to force it through a floor amendment.

The Senate committee bill would allow retired workers to earn as much as $6,000 a year before there is a reduction in social security benefits, a sharp rise from the present $3,000. Under the present law, unchanged by the pending bills, there is no limit on earnings of persons 72 or older.

The AFL-CIO said lifting the retirement test above the Senate committee figure would be too costly for the system to absorb.

Lifting all earnings restrictions "would help a small number of high income beneficiaries who are working full time at the expense of higher taxes on low and middle income wage earners," Biemiller warned.

"Billions of dollars would go to aid approximately 14 percent of the elderly who are best able to help themselves and would be unavailable to improve the conditions of the 86 percent whose need is much greater."

The House-passed elimination of the earnings test was also criticized by the National Council of Senior Citizens and the White House.

A White House statement said elimination of an earnings test and the higher payroll tax that would accompany it would compel workers "who are having a difficult enough time making ends meet as it is to pay increased taxes in order to fund increased social security payments for retirees who are relatively better off" than they are.

In an early test on the larger tax for employers, the Senate voted down, 49-41, an amendment to restore the 50-50 formula and raise the tax rate of both workers and employers. Some modifications of the amendment were pending as the AFL-CIO News went to press.

The Senate Finance Committee bill would ease the extra employer tax obligation for local and state governments that are in the social security system and for non-profit organizations. They would get a rebate amounting to half of the additional employer tax.

Constitution Strengthened:

IUD Delegates Elect Clayman to Top Post

Atlanta—The AFL-CIO Industrial Union Dept.'s 12th convention elected Jacob Clayman to lead it for the next two years and adopted a number of constitutional changes to strengthen and update the department.

The 250 delegates, representing 58 affiliates with a membership of six million, also approved a series of resolutions focusing on major national and international problems, with particular attention to unemployment, trade and imports and organizing.

Clayman, who succeeds retiring president I. W. Abel, will serve as president and secretary-treasurer under a constitutional change adopted by the convention. He has been IUD secretary-treasurer since 1973 and has been with the IUD since 1960. Abel, retired president of the Steelworkers, has served as president of the IUD since 1968.

The convention also elected three new members to the newly renamed 24-member IUD executive council (formerly executive committee), set up a general executive board representing each department affiliate to meet at least annually and changed the constitution to put an age limit of 65 on candidates for president and secretary-treasurer.

The three new members of the council are Shelley Appleton, secretary-treasurer of the Ladies' Garment Workers; David Fitzmaurice, president of the Electrical, Radio & Machine Workers; J. C. Turner, president of the Operating Engineers. The other 21 members were re-elected.

The constitution committee report said that extensive discussions on structural changes in the IUD led to the unanimous opinion that the president of the department should be "a full-time office of the department and the chief executive officer and spokesman."

The delegates heard addresses by Abel, AFL-CIO Sec.-Treas. Lane Kirkland, Vernon Jordan of the National Urban League and Sen. Daniel P. Moynihan (D-N.Y.) and acted on about 50 resolutions laying out the department's policy positions.

The resolutions dealt with a wide range of national and international problems with heavy emphasis on the need for a full employment policy and passage of the Humphrey-Hawkins bill, additional stimulus for the economy, the need for a raw materials policy, aid for mass transit, new trade legislation to deal with the growing flood of imports and loss of American jobs.

In the international area the resolutions stressed the IUD's commitment to the human rights struggle, strong opposition to the policies of South Africa, and reaffirmation of support for Israel and the need for the American government to provide it economic and military support.

The convention also adopted resolutions calling for free tuition in public higher education, legislative and bargaining policies to achieve a 32-hour work week, the creation of a binding and enforceable code of international fair labor standards and opposition to the creation of a separate department of education in the U.S. government.

A statement on energy called for a national commitment to expand the use of nuclear energy and legislation to require that a reasonable portion of oil imports be carried on U.S. flag vessels.

Abel, in his opening remarks, pinpointed the gravity of job losses due to imports, pointing out that in addition to the 20,000 steelworkers recently laid off, at least 150,000 jobs in the textile and garment industries, 70,000 jobs in shoes and over 25,000 in TV set production have been lost.

This loss of jobs, he said, "can be traced straight and directly to a stubborn refusal on the part of the government's economists and the government's policy makers to face the economic realities of our times."

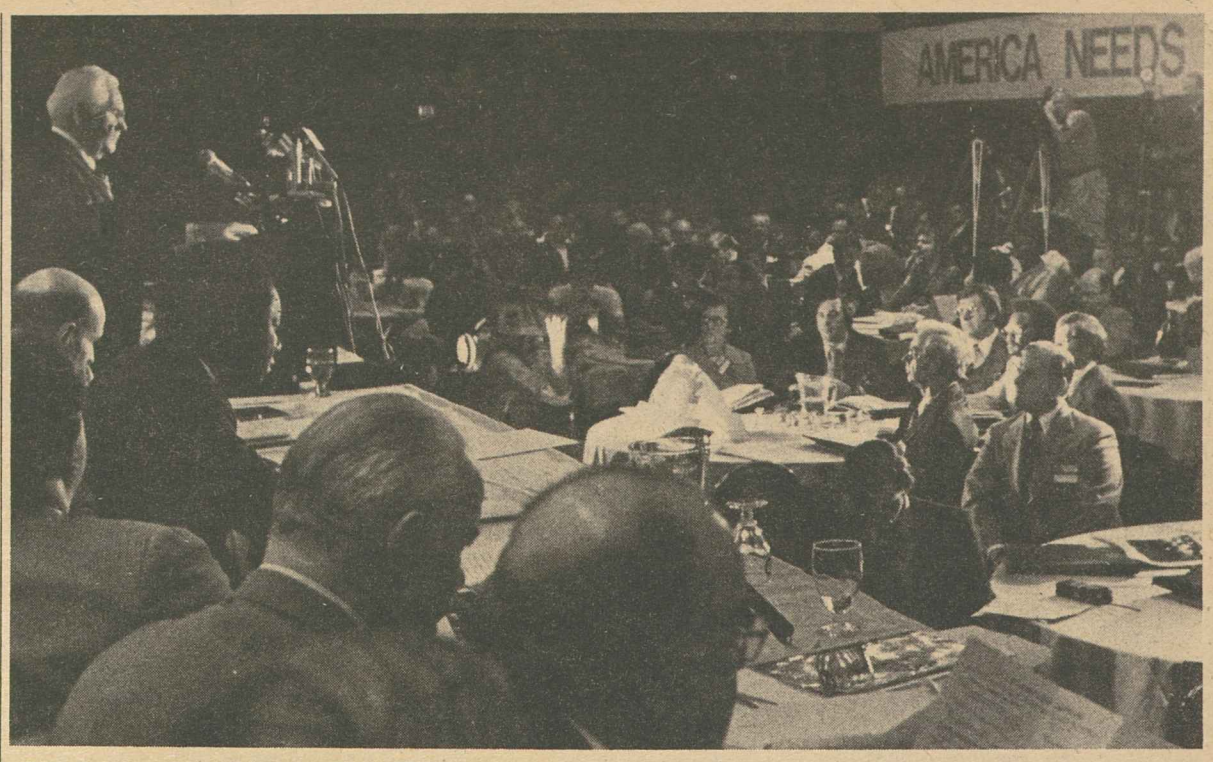
Jordan called for a renewed labor-civil rights coalition, noting that "the issues affecting poor people and working people have boiled down to the basics, to the bedrock issues of jobs and income that affect us all. Thus there are the preconditions for an alliance of mutual cooperation not seen since the early 1960s."

He restated his disappointment with Carter Administration policies, noting its concern with balanced budgets and commenting that "as George Meany has said, there won't be dancing in the streets when the budget is finally balanced, but there will be when every person willing and able to work has a decent job at a decent income, and that's what the nation's number one priority ought to be."

Moynihan spoke at the convention's banquet and discussed the International Labor Organization and the U.S. decision to withdraw, which he strongly supported.

Clayman, 72, is a native of Boston, graduated from Oberlin College and the University of Michigan law school and was elected to the Ohio legislature. He served as the secretary-treasurer of the Ohio CIO from 1948 to 1955. He was special assistant to the president of the Clothing Workers from 1955 to 1958 and became administrative director of the IUD in 1960.

The department's financial report showed a net worth of $5,754,585 as of June 30, 1977, a drop of about $570,000 over a two-year period.



JOBS, TRADE AND ORGANIZING received major emphasis at the 12th Industrial Union Dept. convention in the keynote address of retiring president I. W. Abel and the resolutions and discussions of the delegates.

Convention Puts Focus On Organizing in South

(Continued from Page 1)

are heartening signs of a changing mood among unorganized workers in J. P. Stevens" and that the climate throughout the South "is becoming positive and upbeat" on organizing.

Passage of the House-approved labor law reform legislation by the Senate will greatly enhance and accelerate "the forward push to organize" and win collective bargaining agreements, the resolution said.

The Stevens campaign demonstrated some of the changing climate as the delegates pledged full support declaring "we shall not rest until the company is compelled to accept its obligations." They heard speeches from Stevens workers and leaders of the Clothing & Textile Workers and took to Peachtree Street with placards during the noontime break.

Abel, in his keynote speech, reviewed the problems posed by runaway industry, the changing labor force, "right-to-work" laws, declaring that the proportion of organized workers must be restored and advanced. He reviewed the IUD's long-term commitment to organizing and industrial democracy and said that the department has and will continue to back up its words with action and tangible support.

Kirkland noted the profound and rapid changes in working conditions, new technology, mobility, etc., and pointed out that "there is more organizing activity on the part of the trade union movement today in terms of resources, effort, time and manpower than at any time within my memory or knowledge of the past."

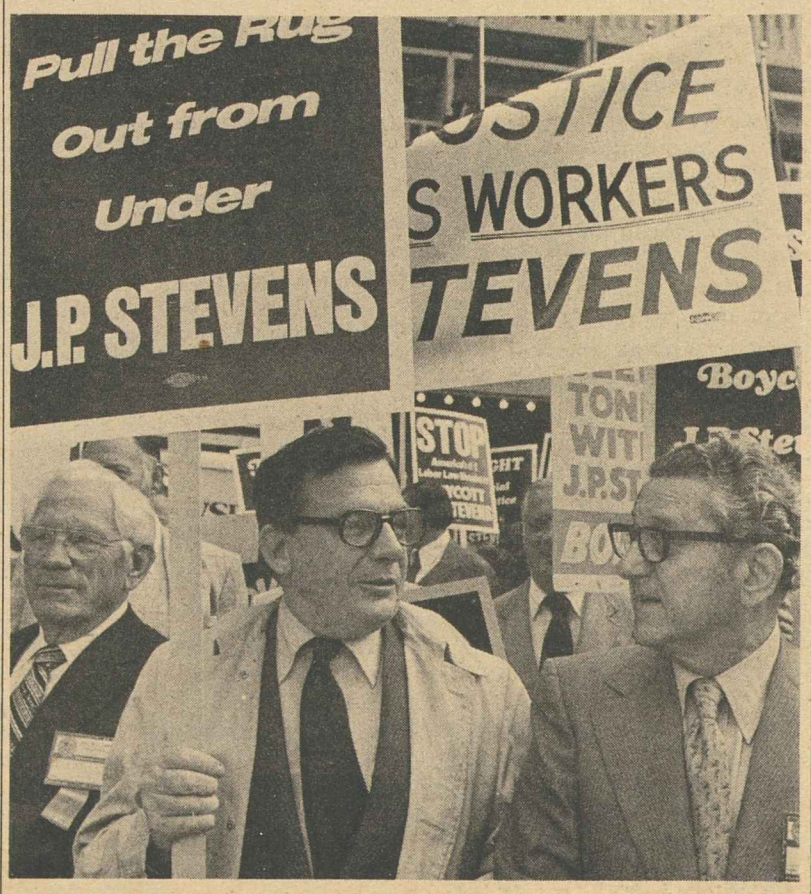
He said labor has broken through in a number of fields "largely denied us in the past"—farm workers, hospital staff, public employees and professionals and semi-professionals.

Discussing various organizing techniques, including handbilling at plant gates, Kirkland stressed that the plant gate has moved. It "is the door of the halls of Congress" where the fate of labor law reform rests. Without that bill "a great deal of your organizing time, efforts and resources will go for naught, no matter how committed and militant you are about organizing," he said.

He called the defeat of situs picketing and cargo preference in Congress "union-busting operations as effective as anything that J. P. Stevens has pulled."

The plant gate today is also at the White House, where the fate of the Humphrey-Hawkins bill is at stake, and in the low-wage countries of the world attracting runaway American firms, Kirkland declared, adding: "No organizing effort or strategy is immune from the consequences."

Whatever the role in the trade union movement—legislative, political, educational or otherwise—"we are all organizers, carrying out the oldest and soundest doctrine of trade unionism in America," he concluded.



DELEGATES TO Industrial Union Dept. convention in Atlanta backed up a resolution of support for the boycott of J. P. Stevens products with a placard-carrying march down famed Peachtree Street. Leading the line, from left: I. W. Abel, retiring president of the IUD; AFL-CIO Sec.-Treas. Lane Kirkland, and the new IUD president, Jacob Clayman.

NAACP Wins Reversal of Libel Ruling

New York—The National Association for the Advancement of Colored People hailed a Mississippi Supreme Court decision reversing and dismissing a $240,000 libel suit won against the NAACP by a state highway patrolman.

The state's highest court ordered the return of a $262,000 cash bond posted by the NAACP. The case stemmed from a December 1974 incident involving the patrolman's arrest of a black man for speeding.

The officer allegedly struck the man with his gun, stomped on his face, and inflicted other injuries. The NAACP stepped in to assist, filing police brutality charges. The charges were dropped when the black man was found guilty of reckless driving and resisting arrest by a peace officer who admitted he was a personal friend of the patrolman. The patrolman soon afterward sued the NAACP for slander.

Meanwhile, a suit against the NAACP by 12 Port Gibson, Miss., merchants continued to work its way through the courts. The merchants received a $1.25 million judgment against the association for alleged damages suffered in a civil rights boycott a decade ago.

The NAACP was initially required to post a $1.6 million bond in appealing the case, but a federal judge subsequently set that aside and imposed instead a $110,000 federal bond. The AFL-CIO had offered to guarantee more than half of the originally required $1.6 million bond.

NAACP General Counsel Nathaniel R. Jones said the Mississippi Supreme Court's decision "gives hope that perhaps the climate is changing. We trust that we may be as persuasive when we present arguments to that body on the boycott case."

Greyhound Strike Vote Called

Phoenix — The Amalgamated Transit Union mailed strike ballots to some 13,000 Greyhound workers following a breakdown in contract talks with the nationwide bus firm.

Negotiations came to a halt on Oct. 31 when union bargainers rejected the company's final offer. Owen Jones, president of Amalgamated's National Council of Greyhound Locals headquartered here, said the company's proposal was "nothing but take-away items and reductions in benefits."

Greyhound claims it does not have the money to pay for the union's contract proposals, but refuses to open its books to ATU negotiators. The union has offered to submit to final and binding third-party arbitration, but the firm has not agreed.

Jones said the strike vote will be taken by mail and the results counted in Phoenix on Nov. 18, less than a week before the busy Thanksgiving holiday period. No further talks were scheduled, and the union urged members to stay on the job until the strike vote is completed.

A Proper Decision

WE SUPPORT AND ENDORSE the decision of President Carter to stand by the notice of withdrawal by the United States from the International Labor Organization.

The minimum objectives set forth in that notice, the attainment of which would have justified continued membership, were spurned and repudiated by the June Conference of the ILO, despite two years of intensive effort by American labor, management and the government.

The AFL-CIO does, of course, strongly advocate and support the high ideals and principles set forth in the constitution and declarations of the ILO— tripartitism, human rights, freedom of association and the pursuit of human international standards of life and labor. We intend to continue and expand our work in the international arena, in furtherance of those aims and principles, through every effective channel that is available to us.

We stand ready to cooperate and to work with the free trade union movements of the world, with our government and with management, the end that the ILO might in the future return to its appropriate role in the promotion of its stated purposes. If and when significant progress in that direction is realized, the AFL-CIO will advocate rejoining that body.

—AFL-CIO President George Meany.

The Bipartisan Stamp

THE FINAL SHAPE of the minimum wage bill that President Carter signed into law owes much to the bipartisan teamwork of two senators, Harrison A. Williams, Jr. (D-N.J.) and Jacob K. Javits (R-N.Y.).

Williams is chairman of the Senate Human Resources Committee and of its Subcommittee on Labor. Javits is the senior Republican member of both panels. Between them, they have put their stamp on much of the progressive legislation of the past decade.

The new minimum wage law is just the most recent example. A very good bill that the House Labor Committee brought to the floor was mauled by amendments. But Williams and Javits worked together, as they have so often in the past, to steer an improved bill through the Senate and preserve its key provisions in a House-Senate conference agreement.

The Disappearing Flag

OIL IMPORTS last year accounted for more than half of all imports and exports. However, only about 3 percent of that oil is carried in American ships. It is cheaper to use foreign flag vessels. Indeed, many American ship owners now register their ships in so-called flag of convenience countries such as Liberia and Panama. They benefit from lax safety standards and the lower wages paid foreign crews.

The nation must have a merchant marine—and it's difficult to see how we can maintain one without some form of subsidy or protection. Unassisted competition in the free market is threatening it with extinction.

—From a commentary by Walter Cronkite on CBS radio.

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Success from Discord:

Madison Could Have Predicted Yankees' World Series Victory

By Gus Tyler

NOW THAT THE DUST has settled in the Bronx, we can look back at the Yankee victory to wonder, in retrospect, what happened. Why did this wild, dissentious gaggle of malcontents, snarled in incessant internal wrangling, win a World Series?

Nobody loved nobody. Manager Martin assailed the owners like they were a couple of Nazis. Reggie Jackson looked on his boss like a Massa' Martin. Nettles wanted to flee bondage to San Diego. Munson wanted to act like an Indian. Torrez wanted to change his sox to Red. The only thing they had in common—it seems—was a mutual dislike.

But, in this respect, they are very much like America, and, especially, like New York. And to understand this, you have to understand James Madison, who came from Virginia, and also to understand New York, which came from any place and every place.

As Madison said: "The seeds of faction are sown in human nature." But in America it is even more natural, because we have a real feeling that people generally do best when they get it off their chest.

Madison insisted that the more dissent we had in this country, the better off we would be. Nobody would be able to boss anybody. We would all be free men (today he would have included women.) And in the fresh air of freedom, we would all perform better.

Somehow, Madison also figured that this would not interfere with our teamwork. We would somehow work together while warring together. (If you are one of those curious scholastic types, I refer you to Federalist Paper No. 10, where Madison makes his prescient commentaries on the Yankees in 1977 —just 190 years in advance.)

But the Yankees aren't just American. They are quintessential Americana, which is New York City—including even The Bronx.

New York, you see, is like its politics; that is, the Democratic Party. The city just went through a primary where seven Democrats cut one another to pieces. Then they had a run-off where the object was to have the two finalists in the primary commit mayhem against one another. All the characters in the drama played their roles passionately.

Under these conditions, you would figure that a Republican would come in, especially since he is a man who looks good, thinks well, and wouldn't offend any New Yorkers by his Boston, New Jersey or other foreign accent. But, forget it, the Democrats will win, because like the Yankees they enjoy only one thing more than sinking the hatchet into one another's head and that is to sink it into the head of the enemy.

In this series, the Yankee fans were obsessed with a very special madness—a love turned to hate—and vice versa. The Dodgers, you know, used to be the truly beloved of New York's passionate proletariat. The Dodgers, often called The Bums, were the "peepul's cherse." They were the favorite of the hard-working lowly and, especially so, when on rare occasions the boys from Brooklyn confronted the bejewelled bigwig from the Bronx.

But then, one day, the Dodgers deserted New York City to go to Hollywood. And the peepul—I mean, The Peepul—never forgot and never forgave. In anger the peepul embraced the Yankees.

The syndrome didn't look good on TV and it looked worse in real life—the way the Yankee fans behaved. It was unsportsmanlike, un-American, and just plan un-nice. But James Madison would understand because all the way back in 1798 he made a deal with New York to elect Thomas Jefferson and to put together a party that has been torn internally for almost 200 years and still continues to win elections in Virginia, New York and America.

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UNION LABEL AND SERVICE TRADES DEPT., AFL-CIO

'The Plant Gate Is Moving':

Kirkland Cites Many Facets Of Labor's Organizing Task

The following is excerpted from an address by AFL-CIO Sec.-Treas. Lane Kirkland to the Industrial Union Dept. convention in Atlanta, Ga.

IF THERE IS A single topic that sums up most of the basic concerns of the trade union movement it is organizing; organizing in its fullest and broadest and perhaps least widely understood sense.

The founders of the American labor movement left us all with one central theme and doctrine: "agitate, educate, organize." And I want it known that the officers and staff of the AFL-CIO do firmly subscribe to that doctrine and do fully accept the responsibility of leadership in the discharge of that duty.

In saying that, let me also assert the belief that our founders were smart enough to know that every later generation must decide for itself the best way to do the job in the light of changing conditions in a changing world.

They did, I believe, expect us—within the limits of human nature and the sacred right to have family brawls and feuds—to share each other's burdens; to try to reconcile autonomy and freedom with solidarity under the democratic process; and to avoid, where possible, the sandbagging of a brother who is in combat or in trouble.

In dealing with the issue of organizing, we should try to cut through, as best we can, the fog of myth and fallacy that colors so much of the conversation about it today. Outside pundits and soothsayers sometimes suggest that organizing is stagnant or worse, that this reflects a complacency and inertia of leadership, and raises questions about the relevance of labor on the modern scene. The truth, I submit, is exactly the reverse.

There is more organizing activity on the part of the trade union movement today—in terms of resources, effort, time and manpower, than at any time within my memory or knowledge of the past.

We have broken through into a number of fields largely denied us in the past—farm workers, hospital staff, public employees and some professional and semi-professional fields, and others—where the opposition has often been just as ruthless as the Tom Girdlers and Sewell Averys of yesterday.

What is organizing today? What does it really consist of? Is it hiring new field staff and sending it forth with a suitcase, a shoeshine and a smile into a territory dominated by right-to-work laws, and Taft-Hartley formulas for delay, coercion and union-busting? I think not—though that is essential and I am all for it.

Is it rallies, speeches and demonstration? They are necessary and important, and I am all for them, but they are not enough.

It is inter-union coordination and the division of targets in drives? That is sound, constructive and essential, but it is not enough.

It is handbills at the plant gate? That will always be part of it, but again never enough.

Where is the plant gate in this day and age?

The plant gate is the door of the halls of Congress. Right now the plant gate is the floor and committee rooms of the Senate of the United States, which holds in its collective hands the fate of the Labor Law Reform bill. That bill simply undertakes to re-establish as a fact that legal and theoretical right of a worker to make an uncoerced and fearless choice of a union, if he wants one. It is no miracle cure for everything that plagues us, but without it a great deal of your organizing time, efforts and resources will go for naught, no matter how committed and militant you are about organizing.

OUR EYES HAVE SEEN the power and diligence of the opposition. The defeat of situs-picketing and of the cargo-equity bill were union-busting operations as effective as anything that J. P. Stevens has pulled. It ill behooves any trade unionist, dedicated to the principle of organization, to suggest or infer that those measures were ill-conceived or of narrow concern. In the deepest and best sense, they represented organizing campaigns central to our mission, and their defeat was a blow to the single body of the trade union movement at large.

The plant gate is also at the White House and in the Congress, where the Humphrey-Hawkins Full Employment bill is under debate. That too is a campaign to organize and to serve the workers of America. For what shall it avail us to organize the nation if we do nothing about layoffs, plant closures, and the spreading cancer of unemployment that diminishes our ranks and resources, undermines our strength and frustrates the hopes and plans of our members and their families?

The plant gate is moving, beyond our shores and reach, to Taiwan, Korea, Latin America, wherever profit beckons, leaving in its wake ruin and despair, broken dreams and blighted communities.

No segment of labor and no organizing effort or strategy is immune from the consequences, primary or secondary. No minimum wage victory, no health and safety standard, no environmental regulation has succeeded in closing the door to run-aways to countries indifferent to human rights and humane standards, who dump the products of exploitation on our markets and poison the fruits of bargaining and organizing progress.

In short and in sum, wherever and whenever we deal with any of these and a host of other matters—whatever our role or post—legislative, political, educational or otherwise, we are all organizers, carrying out the oldest and soundest doctrine of trade unionism in America.

Living Conditions and Jobs:

New Housing Act to Help Ease Crisis in Nation's Older Cities

NEW EMPHASIS on community development in the 1977 housing law can be a major step toward better living conditions and more jobs in some of the nation's hardest-hit cities, Director Henry Schechter of the AFL-CIO Dept. of Urban Affairs declared on Labor News Conference.

Although far from a full answer to the crisis of the cities, Schechter said the Housing Community Development Act of 1977 is a start in "helping the older cities get out of their depressed economic state." He pointed out that a new formula for allocation of community development funds will channel a larger share into cities that have a high percentage of very old housing and are lagging in population growth or losing population. He noted that the new law also creates a limited program of direct grants to spur economic development in depressed cities.

If the combination of housing-renewal and economic revitalization is targeted to specific groups and innner-city areas with severe unemployment problems, there can be a significant positive impact on "the retention of jobs and the expansion of jobs," Schechter stressed.

Turning to the housing provisions of the new law, Schechter said that the new authority for FHA-insured loans on larger mortgages with smaller down payments will help stimulate home construction. He said the lower down payments will probably help more than the new insured mortgage ceiling of $60,000, because higher-income people who can afford homes generally are satisfactorily housed. It is the "middle-income families" seeking medium-priced homes — $40,000 to $45,000—who represent the greatest potential in new home sales, he added.

Schechter acknowledged that the housing aspects of the new law are only a one-year, stopgap measure, and that Congress will have to write some new housing legislation next year. He urged that the new housing legislation "allow liberal adjustments of housing subsidies, as necessary to meet increased operating costs after a project is completed—such as rising utility costs."

By Press Associates, Inc.

THE AVERAGE AMERICAN CHILD spends more than 25 hours a week watching television—more time than spent in the classroom, more time than spent playing. More time, in fact, than is spent in any single activity other than sleeping, and some of the ramifications of this devotion to "the box" are worrying a lot of people.

While concern over television as a proponent and teacher of violence has been widely publicized, there's growing concern as well over the way kids are approached as consumers—consumers who are the target of an estimated $400 million a year in commercial messages.

The average child, critics of TV advertising practices point out, is exposed to 1,000 ads every week. More than half of these sales pitches directed at kids are for food, and most of that food is filled with added sugar—cereals, gum, candy, and the like. The critics say a preschool or elementary school child is in little position to weigh the claims of commercials or to resist the peer and emotional pressure fostered by the ads.

Because the kids themselves can't exercise proper judgment, a movement is growing to relieve the pressure—perhaps by taking the ads off the air, at least during prime-time kiddie viewing.

The idea appears to be gaining strength in one place where it counts a lot, the Federal Trade Commission. The FTC has the authority to regulate advertising and commission Chairman Michael Pertschuk is now wondering aloud about the "appropriateness" of pitching ads to "two, three or four-year-old children."

Action for Children's Television (ACT), a group formed 10 years ago to improve broadcast practices related to children, has filed a petition with the FTC to prohibit the advertising of candy on shows aimed primarily at kids.

Five years ago, ACT filed specific complaints with the FTC against three major drug companies for advertising vitamins directly to children, and within 90 days the companies agreed to drop the ads. ACT also takes credit for pressuring the National Association of Broadcasters to recommend that the amount of commercial time directed towards kids be cut from 12 minutes per hour to 9½ minutes per hour, and for winning the ban of all televised fireworks advertising.

Now ACT is aiming its criticism at the advertisers of high sugar-content products and the campaign appears to be getting results. An impressive array of support from other groups—the American Public Health Association and the American Academy of Pediatrics, to name two—is giving the campaign momentum.

ACT'S PETITION to the FTC on candy advertising presented some convincing arguments about the need to cut back on children's candy-habits.

Dr. Abraham Nizel, a professor of the Tufts University School of Dental Health, was quoted as saying: "The frequent between-meal consumption of snacks of sticky sugar, sweetened confections and foods is the major decay-causing factor" in children. The petition also cited a report by the Senate Select Committee on Nutrition and Human Needs, which said: "Tooth decay may be the most widespread disease related to nutrition."

ACT's petition cited statistics stating that tooth decay affects 98 percent of American children and that $4.7 billion is spent yearly by Americans on dental bills.

Studies have shown, ACT said, that children prefer food advertised on television and request this food, and that these requests result in either the yielding by parents or family conflict.

"The child may believe the entire commercial message, parrot its words and remember the name of the product without appreciating the motive of the advertiser," the petition declared. "Neither will the child recognize the health problems related to the consumption of these products."

BETTER LIVING CONDITIONS and more jobs in the nation's hardest-hit cities should flow from new national housing legislation that strongly emphasizes community development, AFL-CIO Urban Affairs Director Henry Schechter, center, said on Labor News Conference. Questioning him on the AFL-CIO produced public affairs interview were Robert Cooney, left, of Press Associates, Inc., and Byron Fielding of Community Development Digest. Labor News Conference is aired weekly on Mutual radio.

Key Votes on Social Security Funding

Column I *shows the 221-196 defeat of a labor-opposed amendment that would have weakened the social security financing bill. It sought to delete a provision for automatic loans from the Treasury whenever the trust funds from which social security benefits are paid drop below specified levels. On the Oct. 26 vote, the 206 Democrats and 15 Republicans who opposed the amendment were right (R). Voting wrong (W) were 74 Democrats and 122 Republicans.*

Column II *records the 268-149 passage of an amendment lifting all restrictions on earnings of persons 65 or older who are drawing social security benefits. The AFL-CIO opposed this amendment because it requires higher payroll taxes to pay the estimated $2.8 billion a year additional cost and would benefit most those who have the least need. Voting right were 148 Democrats and one Republican. Wrong votes for the amendment were cast by 129 Democrats and 139 Republicans.*

Numerals show House districts; PR—paired right; PW—paired wrong; A—absent and not paired.

ALABAMA		
1. Edwards (R)	W	W
2. Dickinson (R)	PW	W
3. Nichols (D)	W	W
4. Bevill (D)	R	W
5. Flippo (D)	R	W
6. Buchanan (R)	R	W
7. Flowers (D)	W	A
ALASKA		
AL Young (R)	W	W
ARIZONA		
1. Rhodes (R)	W	W
2. Udall (D)	R	R
3. Stump (D)	W	W
4. Rudd (R)	W	W
ARKANSAS		
1. Alexander (D)	W	W
2. Tucker (D)	R	R
3. Hammerschmidt (R)	W	W
4. Thornton (D)	W	R
CALIFORNIA		
1. Johnson (D)	R	R
2. Clausen (R)	W	W
3. Moss (D)	R	R
4. Leggett (D)	R	R
5. Burton John L. (D)	R	W
6. Burton, Phillip (D)	R	R
7. Miller (D)	R	R
8. Dellums (D)	R	PR
9. Stark (D)	R	R
10. Edwards (D)	R	R
11. Ryan (D)	R	R
12. McCloskey (R)	R	A
13. Mineta (D)	R	R
14. McFall (D)	R	R
15. Sisk (D)	R	R
16. Panetta (D)	W	W
17. Krebs (D)	R	R
18. Ketchum (R)	W	W
19. Lagomarsino (R)	W	W
20. Goldwater (R)	W	W
21. Corman (D)	R	R
22. Moorhead (R)	W	W
23. Beilenson (D)	R	R
24. Waxman (D)	R	R
25. Roybal (D)	R	R
26. Rousselot (R)	W	W
27. Dornan (R)	W	W
28. Burke (D)	R	R
29. Hawkins (D)	R	R
30. Danielson (D)	R	R
31. Wilson, C. H. (D)	R	W
32. Anderson (D)	R	W
33. Clawson (R)	PW	A
34. Hannaford (D)	R	W
35. Lloyd (D)	R	W
36. Brown (D)	R	R
37. Pettis (R)	W	W
38. Patterson (D)	R	R
39. Wiggins (R)	W	W
40. Badham (R)	W	W
41. Wilson, Bob (R)	A	W
42. Van Deerlin (D)	R	R
43. Burgener (R)	W	W
COLORADO		
1. Schroeder (D)	R	W
2. Wirth (D)	R	R
3. Evans (D)	R	R
4. Johnson (R)	W	W
5. Armstrong (R)	W	W
CONNECTICUT		
1. Cotter (D)	W	R
2. Dodd (D)	R	A
3. Giaimo (D)	R	R
4. McKinney (R)	W	W
5. Sarasin (R)	W	W
6. Moffett (D)	R	R
DELAWARE		
AL Evans (R)	W	W
FLORIDA		
1. Sikes (D)	W	W
2. Fuqua (D)	W	W
3. Bennett (D)	W	W
4. Chappell (D)	W	A
5. Kelly (R)	W	W
6. Young (R)	W	W
7. Gibbons (D)	W	W
8. Ireland (D)	W	W
9. Frey (R)	W	W
10. Bafalis (R)	W	W
11. Rogers (D)	W	W
12. Burke (R)	W	W
13. Lehman (D)	R	W
14. Pepper (D)	R	W
15. Fascell (D)	R	W
GEORGIA		
1. Ginn (D)	R	W
2. Mathis (D)	R	W
3. Brinkley (D)	R	W
4. Levitas (D)	R	W
5. Fowler (D)	R	W
6. Flynt (D)	W	W
7. McDonald (D)	W	W
8. Evans (D)	R	W
9. Jenkins (D)	W	R
10. Barnard (D)	R	W
HAWAII		
1. Heftel (D)	R	R
2. Akaka (D)	R	R
IDAHO		
1. Symms (R)	W	W
2. Hansen (R)	W	W
ILLINOIS		
1. Metcalfe (D)	R	R
2. Murphy (D)	W	R
3. Russo (D)	W	W
4. Derwinski (R)	R	W
5. Fary (D)	R	R
6. Hyde (R)	W	W
7. Collins (D)	R	R
8. Rostenkowski (D)	R	R
9. Yates (D)	R	R
10. Mikva (D)	R	R
11. Annunzio (D)	R	R
12. Crane (R)	W	W
13. McClory (R)	W	W
14. Erlenborn (R)	A	W
15. Corcoran (R)	W	W
16. Anderson (R)	W	W
17. O'Brien (R)	W	A
18. Michel (R)	W	W
19. Railsback (R)	W	W
20. Findley (R)	W	W
21. Madigan (R)	W	W
22. Shipley (D)	R	W
23. Price (D)	R	R
24. Simon (D)	R	W
INDIANA		
1. Benjamin (D)	R	R
2. Fithian (D)	R	W
3. Brademas (D)	R	R
4. Quayle (R)	W	W
5. Hillis (R)	W	W
6. Evans (D)	W	W
7. Myers (R)	W	W
8. Cornwell (D)	R	W
9. Hamilton (D)	W	R
10. Sharp (D)	W	R
11. Jacobs (D)	W	R
IOWA		
1. Leach (R)	W	W
2. Blouin (D)	R	W
3. Grassley (R)	W	W
4. Smith (D)	R	R
5. Harkin (D)	R	W
6. Bedell (D)	R	R
KANSAS		
1. Sebelius (R)	W	W
2. Keys (D)	R	R
3. Winn (R)	W	W
4. Glickman (D)	R	W
5. Skubitz (R)	W	W
KENTUCKY		
1. Hubbard (D)	R	W
2. Natcher (D)	R	W
3. Mazzoli (D)	R	R
4. Snyder (R)	W	W
5. Carter (R)	R	PW
6. Breckinridge (D)	W	W
7. Perkins (D)	A	W
LOUISIANA		
1. Livingston (R)	W	W
2. Boggs (D)	W	W
3. Treen (R)	W	W
4. Waggonner (D)	W	W
5. Huckaby (D)	W	W
6. Moore (R)	W	W
7. Breaux (D)	W	W
8. Long (D)	W	R
MAINE		
1. Emery (R)	W	W
2. Cohen (R)	W	W
MARYLAND		
1. Bauman (R)	W	W
2. Long (D)	R	W
3. Mikulski (D)	R	W
4. Holt (R)	PW	W
5. Spellman (D)	R	R
6. Byron (D)	W	W
7. Mitchell (D)	R	R
8. Steers (R)	R	W
MASSACHUSETTS		
1. Conte (R)	R	W
2. Boland (D)	R	R
3. Early (D)	R	W
4. Drinan (D)	R	W
5. Tsongas (D)	R	W
6. Harrington (D)	R	W
7. Markey (D)	R	W
8. O'Neill (D)	Speaker	
9. Moakley (D)	R	W
10. Heckler (R)	A	W
11. Burke (D)	R	R
12. Studds (D)	R	W
MICHIGAN		
1. Conyers (D)	R	R
2. Pursell (R)	R	W
3. Brown (R)	W	W
4. Stockman (R)	A	A
5. Sawyer (R)	W	W
6. Carr (D)	R	R
7. Kildee (D)	R	R
8. Traxler (D)	R	W
9. Vander Jagt (R)	W	W
10. Cederberg (R)	W	W
11. Ruppe (R)	W	W
12. Bonior (D)	R	R
13. Diggs (D)	R	R
14. Nedzi (D)	R	R
15. Ford (D)	R	R
16. Dingell (D)	R	R
17. Brodhead (D)	R	R
18. Blanchard (D)	R	W
19. Broomfield (R)	W	W
MINNESOTA		
1. Quie (R)	W	W
2. Hagedorn (R)	W	W
3. Frenzel (R)	W	W
4. Vento (D)	R	R
5. Fraser (D)	PR	R
6. Nolan (D)	R	R
7. Stangeland (R)	W	W
8. Oberstar (D)	R	R
MISSISSIPPI		
1. Whitten (D)	W	W
2. Bowen (D)	W	W
3. Montgomery (D)	W	PW
4. Cochran (R)	W	W
5. Lott (R)	W	W
MISSOURI		
1. Clay (D)	R	R
2. Young (D)	R	R
3. Gephardt (D)	R	R
4. Skelton (D)	W	W
5. Bolling (D)	A	A
6. Coleman (R)	W	W
7. Taylor (R)	W	W
8. Ichord (D)	W	W
9. Volkmer (D)	W	R
10. Burlison (D)	R	R
MONTANA		
1. Baucus (D)	R	W
2. Marlenee (R)	W	W
NEBRASKA		
1. Thone (R)	W	W
2. Cavanaugh (D)	R	R
3. Smith (R)	W	W
NEVADA		
AL Santini (D)	W	W
NEW HAMPSHIRE		
1. D'Amours (D)	R	W
2. Cleveland (R)	W	W
NEW JERSEY		
1. Florio (D)	R	R
2. Hughes (D)	W	R
3. Howard (D)	R	R
4. Thompson (D)	R	R
5. Fenwick (R)	R	W
6. Forsythe (R)	W	W
7. Maguire (D)	R	R
8. Roe (D)	R	W
9. Hollenbeck (R)	W	W
10. Rodino (D)	R	R
11. Minish (D)	R	R
12. Rinaldo (R)	R	W
13. Meyner (D)	R	R
14. LeFante (D)	R	R
15. Patten (D)	R	R
NEW MEXICO		
1. Lujan (R)	W	W
2. Runnels (D)	W	W
NEW YORK		
1. Pike (D)	W	W
2. Downey (D)	R	R
3. Ambro (D)	R	W
4. Lent (R)	W	W
5. Wydler (R)	W	W
6. Wolff (D)	R	W
7. Addabbo (D)	R	R
8. Rosenthal (D)	R	R
9. Delaney (D)	R	W
10. Biaggi (D)	R	W
11. Scheuer (D)	R	R
12. Chisholm (D)	R	R
13. Solarz (D)	R	W
14. Richmond (D)	R	R
15. Zeferetti (D)	R	R
16. Holtzman (D)	R	R
17. Murphy (D)	R	W
18. Koch (D)	A	A
19. Rangel (D)	R	W
20. Weiss (D)	R	W
21. Badillo (D)	R	W
22. Bingham (D)	R	R
23. Caputo (R)	W	W
24. Ottinger (D)	R	W
25. Fish (R)	W	W
26. Gilman (R)	R	W
27. McHugh (D)	PR	PR
28. Stratton (D)	R	R
29. Pattison (D)	R	R
30. McEwen (R)	W	W
31. Mitchell (R)	W	W
32. Hanley (D)	R	W
33. Walsh (R)	W	W
34. Horton (R)	R	W
35. Conable (R)	W	W
36. LaFalce (D)	W	R
37. Nowak (D)	W	R
38. Kemp (R)	W	W
39. Lundine (D)	R	R
NORTH CAROLINA		
1. Jones (D)	W	W
2. Fountain (D)	W	W
3. Whitley (D)	W	W
4. Andrews (D)	W	W
5. Neal (D)	R	W
6. Preyer (D)	R	R
7. Rose (D)	R	W
8. Hefner (D)	W	W
9. Martin (R)	W	W
10. Broyhill (R)	W	W
11. Gudger (D)	W	R
NORTH DAKOTA		
AL Andrews (R)	W	W
OHIO		
1. Gradison (R)	W	W
2. Luken (D)	R	W
3. Whalen (R)	PR	A
4. Guyer (R)	W	W
5. Latta (R)	W	W
6. Harsha (R)	R	W
7. Brown (R)	W	W
8. Kindness (R)	W	W
9. Ashley (D)	PR	R
10. Miller (R)	W	W
11. Stanton (R)	W	W
12. Devine (R)	W	W
13. Pease (D)	R	R
14. Seiberling (D)	R	R
15. Wylie (R)	W	W
16. Regula (R)	W	W
17. Ashbrook (R)	W	W
18. Applegate (D)	R	W
19. Carney (D)	R	R
20. Oakar (D)	R	W
21. Stokes (D)	R	R
22. Vanik (D)	R	R
23. Mottl (D)	R	W
OKLAHOMA		
1. Jones (D)	W	R
2. Risenhoover (D)	R	W
3. Watkins (D)	R	W
4. Steed (D)	R	R
5. Edwards (R)	W	W
6. English (D)	R	W
OREGON		
1. AuCoin (D)	W	PR
2. Ullman (D)	R	R
3. Duncan (D)	R	R
4. Weaver (D)	R	R
PENNSYLVANIA		
1. Myers, M. (D)	R	W
2. Nix (D)	R	R
3. Lederer (D)	R	R
4. Eilberg (D)	R	R
5. Schulze (R)	W	W
6. Yatron (D)	W	W
7. Edgar (D)	R	R
8. Kostmayer (D)	R	R
9. Shuster (R)	W	W
10. McDade (R)	R	W
11. Flood (D)	R	R
12. Murtha (D)	R	W
13. Coughlin (R)	W	W
14. Moorhead (D)	R	R
15. Rooney (D)	R	W
16. Walker (R)	W	W
17. Ertel (D)	R	A
18. Walgren (D)	R	W
19. Goodling (R)	A	W
20. Gaydos (D)	R	R
21. Dent (D)	R	R
22. Murphy (D)	R	R
23. Ammerman (D)	R	R
24. Marks (R)	R	W
25. Myers, G. (R)	R	R
RHODE ISLAND		
1. St Germain (D)	R	W
2. Beard (D)	R	W
SOUTH CAROLINA		
1. Davis (D)	W	W
2. Spence (R)	W	W
3. Derrick (D)	W	W
4. Mann (D)	W	R
5. Holland (D)	R	R
6. Jenrette (D)	W	W
SOUTH DAKOTA		
1. Pressler (R)	W	W
2. Abdnor (R)	W	W
TENNESSEE		
1. Quillen (R)	W	W
2. Duncan (R)	W	W
3. Lloyd (D)	W	W
4. Gore (D)	R	W
5. Allen (D)	R	W
6. Beard (R)	W	W
7. Jones (D)	R	W
8. Ford (D)	R	W
TEXAS		
1. Hall (D)	W	W
2. Wilson (D)	W	W
3. Collins (R)	W	W
4. Roberts (D)	W	W
5. Mattox (D)	R	W
6. Teague (D)	PW	PW
7. Archer (R)	W	W
8. Eckhardt (D)	R	R
9. Brooks (D)	R	R
10. Pickle (D)	W	R
11. Poage (D)	W	R
12. Wright (D)	A	R
13. Hightower (D)	W	W
14. Young (D)	W	R
15. de la Garza (D)	W	W
16. White (D)	W	W
17. Burleson (D)	W	W
18. Jordan (D)	R	R
19. Mahon (D)	W	R
20. Gonzalez (D)	W	R
21. Krueger (D)	R	W
22. Gammage (D)	W	W
23. Kazen (D)	W	W
24. Milford (D)	W	R
UTAH		
1. McKay (D)	R	W
2. Marriott (R)	W	W
VERMONT		
AL Jeffords (R)	W	W
VIRGINIA		
1. Trible (R)	W	W
2. Whitehurst (R)	W	W
3. Satterfield (D)	W	W
4. Daniel, Robert (R)	W	W
5. Daniel, Dan (D)	W	W
6. Butler (R)	W	W
7. Robinson (R)	W	W
8. Harris (D)	R	W
9. Wampler (R)	W	W
10. Fisher (D)	R	R
WASHINGTON		
1. Pritchard (R)	W	W
2. Meeds (D)	R	R
3. Bonker (D)	W	R
4. McCormack (D)	R	R
5. Foley (D)	R	R
6. Dicks (D)	R	W
7. Cunningham (R)	W	W
WEST VIRGINIA		
1. Mollohan (D)	R	W
2. Staggers (D)	R	W
3. Slack (D)	R	R
4. Rahall (D)	R	W
WISCONSIN		
1. Aspin (D)	R	R
2. Kastenmeier (D)	R	R
3. Baldus (D)	R	R
4. Zablocki (D)	R	R
5. Reuss (D)	R	R
6. Steiger (R)	W	W
7. Obey (D)	R	R
8. Cornell (D)	R	R
9. Kasten (R)	W	W
WYOMING		
AL Roncalio (D)	R	W

In House Action:

Dues Waiver Voted Religious Objectors

The House voted 400-7 approval of a bill allowing workers whose religious beliefs prevent compliance with union shop or agency shop agreements to contribute the equivalent of union dues to a designated charity.

Such an exemption is already in effect for employees of health care institutions under a 1974 amendment to the National Labor Relations Act, and the AFL-CIO supported its extension to all forms of employment.

The bill, which now goes to the Senate, was introduced by Rep. Frank Thompson, Jr. (D-N.J.) and unanimously endorsed by the House Labor Committee.

The AFL-CIO has had a long-standing policy of encouraging unions to accommodate genuine religious beliefs of workers, and many of its affiliates have done so.

Under the pending legislation, a worker qualifying for the religious exemption would be required to make a monthly payment equal to union dues or agency shop fees to a non-religious, tax-exempt charity. He would have a choice among three such charities designated in a contract between the union and the employer. If no such charity were designated by contract, the worker could contribute to the charitable fund of his choice.

The Seventh Day Adventists is the largest religious group of such conscientious objectors. Smaller groups include the Amish and Menonites.

In other congressional developments:

- A watered-down consumer agency bill proved still too strong for the House to swallow and was sidetracked.

The legislation would have established an agency to represent consumers in federal regulatory procedures. In the last Congress, both the House and Senate passed consumer agency bills but a presidential veto threat headed off final action. This year, the Carter Administration energetically supported the bill. When business opposition appeared to doom it earlier this year, the White House offered a compromise that would delete most of the agency's powers.

But the day before the compromise bill was scheduled to come to the House floor, Democratic leaders pulled it back. Their count showed only 204 supporters—189 Democrats and 15 Republicans—among the 435 House members.

"We didn't have the votes," an aide to Speaker Thomas P. O'Neill, Jr. told reporters.

- The Senate completed action on an energy tax bill vastly different from the measure the House passed earlier this year.

It now goes to a House-Senate conference, along with other portions of the energy package, to be rewritten and eventually submitted to both bodies for final approval.

The House bill, close to the Carter Administration's original proposals, would levy heavy taxes to try to hold down oil and gas consumption and seek to channel the money back into consumer pockets through various devices. By contrast, the Senate bill, tailored by Finance Committee Chairman Russell Long (D-La.), stresses new tax credits and "incentives" for oil and gas producers to make it more profitable for them to expand production.

Congress is not expected to formally adjourn until it has completed final action on energy legislation. If the conference is prolonged, it will go into a form of stand-by recess.

Death Records Study Set to Aid Job Safety

Denver — The first phase has been completed in a joint venture by the Oil, Chemical & Atomic Workers and the National Cancer Institute that eventually could pinpoint the most serious job health risks faced by the union's 200,000 members.

The plan calls for an analysis of more than 16,000 death records maintained by the union, with an eye toward coming up with geographical and industry patterns of high mortality.

Eventually, a union health specialist said, the information could be used to zero in on particularly high-risk jobs within specific chemical, petrochemical and atomic operations.

Telegraph Union Backs Coors, Stevens Boycotts

Cincinnati—The Telegraph Workers adopted resolutions at their 34th convention here endorsing labor's national boycotts of Coors beer and J. P. Stevens products.

The 175 delegates to the week-long meeting sent a message of support to AFL-CIO Directly Affiliated Local Union No. 366 at Golden, Colo., where the Coors brewery is located. The union also urged its members to double-check their purchases to make certain they buy only union-made goods.

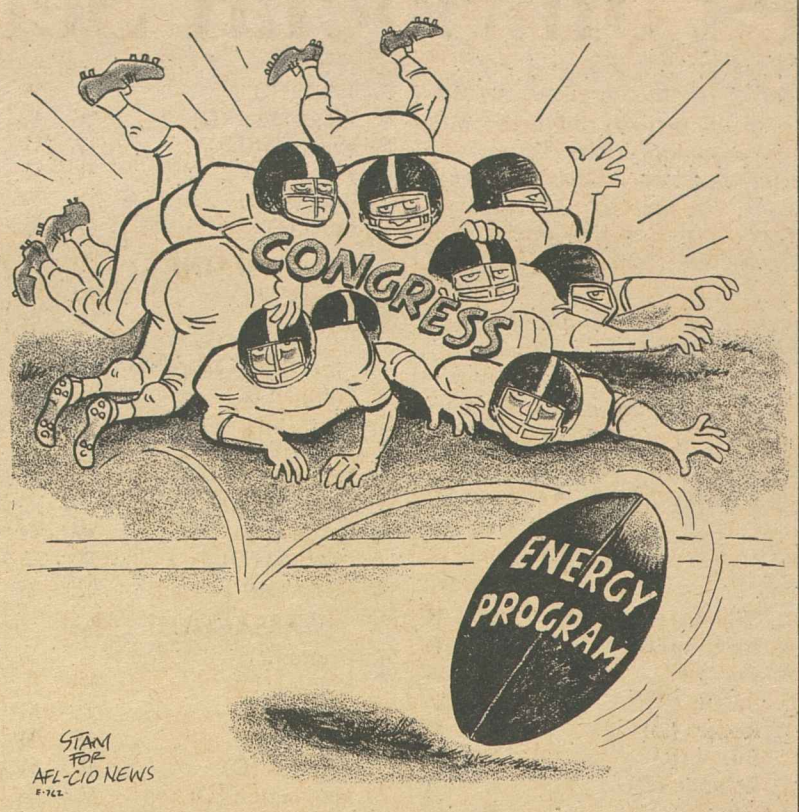
The convention turned down several proposals affecting internal union matters. One would have required locals or chapels with fewer than 50 members to merge with other locals. Another would have required the election of international officers by a nationwide referendum.

Daniel J. Beckstead was re-elected president of the union. The Cleveland native was elected to his first two-year term in 1971. Jerry Grim was re-elected secretary-treasurer, an office he has held since 1975.

Also re-elected was Richard Brockert, who begins his second term as vice president for the union's U.S. operations. The Canadian vice president is not elected but is automatically assigned to the general chairman, Canadian Telecommunications Union Division No. 1.

Paul Ornburn, national representative of the AFL-CIO's Union Label & Service Trades Dept., was the main speaker. The delegates voted to hold the union's next convention in Vancouver, B.C.

Loose Ball



Container Agreement Wins Gains for 30,000

(Continued from Page 1)

adjustments becomes effective on Nov. 15.

Other contract improvements include changes in the existing cost-of-living escalator clause calling for future quarterly adjustments to be made on the basis of hours paid, rather than hours worked. Financing was improved for supplemental unemployment benefits. Health and insurance benefits were improved, and a special early retirement provision was negotiated.

Companies covered by the agreement are the American Can Co., with some 11,300 workers; Continental Can Co., 14,300 workers; National Can Corp., about 3,900 workers, and Crown Cork & Seal Co., about 1,300 workers.

Edward Plato, chairman of the union's can-bargaining committee, said that "we resolved every problem area for our can-container membership." He described the bargaining as "difficult and arduous, some of the toughest in my experience, but the membership stayed close to the progress of the negotiations, and the companies sensed it."

At a joint news conference following ratification of the contracts, the two sides noted that the settlement takes into consideration competitive factors peculiar to the industry. Modification was made to work scheduling requirements for continuous operations, which is expected to aid the companies in their plans to implement advanced can-making technology while helping maintain existing employment levels.

All workers with 10 years or more seniority become eligible for up to two years of guaranteed supplemental unemployment benefits under the new agreement. In addition, can workers with 10 years of seniority will be eligible for another three years of unguaranteed SUB, a provision previously negotiated.

In the event of plant closings, workers with 20 years of seniority will be eligible for a new "rule of 65" early retirement pension if their age plus years of service equal 65. The pension provisions parallel those negotiated earlier this year in the steel and aluminum industries.

About 12,000 workers employed by 62 other companies in the can contained industry are covered by separate agreements with the Steelworkers. These pacts have later expiration dates and usually follow the economic pattern established by the settlement with the Big Four.

Steelworkers Get 7-cent COL Boost

Pittsburgh—Some 400,000 Steelworkers employed in the basic steel industry received a cost-of-living wage increase of 7 cents an hour Nov. 1, USWA President Lloyd McBride announced.

The 7-cent COL increase based on the September CPI report is added to the 25 cents in hourly wage adjustments made earlier this year, the USWA said.

New Series on Aging Slated By Public TV

A new daily television series directed at the interests and concerns of persons over age 55 will be aired over the Public Broadcasting System's network beginning Nov. 14.

Most of PBS's 270 local stations across the country will carry the half-hour shows, titled Over Easy, during prime-time viewing hours between 6 and 9 p.m.

Veteran TV personality Hugh Downs will host the daily shows, which will be produced at PBS studios in San Francisco. The shows will feature interviews and field visits with a number of celebrities in government, the arts, education, sports and other areas of general interest for older persons.

The shows will also explore particular areas of concern for older persons, such as nutrition, health and medicine, money management, housing and legal rights, and will present portraits of older Americans who have overcome some of the problems that are encountered with aging.

The programs are being funded by a $2.23 million grant from the Dept. of Health, Education & Welfare's Administration on Aging and $1.75 million from the Corporation for Public Broadcasting.

The series will contain 130 shows running Monday through Friday during the 1977-78 television season.

Local PBS stations are also expected to supplement the network shows with segments featuring local guests and providing additional information about community resources available to older persons.

Woodworkers Target Southern Runaways

Portland, Ore.—The Woodworkers union is planning an organizing effort directed largely at giant multinational operations that have been shifted from the U.S. Northwest and Canada's western provinces to southern "right-to-work" states.

The delegates to the IWA's 30th biennial convention said that only about 10 percent of the estimated 250,000 workforce in lumber and wood products in the South is organized. Because of the lack of union representation, the IWA noted, substandard pay and working conditions prevail in the South as wage scales in some areas are about half of the amount that IWA members earn in the Northwest and in Canada.

Delegates authorized the union's leadership to make full use of the IWA's resources in mobilizing the organizational effort. The campaign will be funded with contributions from the regional councils in the U.S. Northwest and western Canadian provinces.

The union's four top officers were elected to new four-year terms without opposition. They are President Keith Johnson, Sec.-Treas. Robert Gerwig, First Vice President F. J. Viala and Second Vice President Bud Rahberger. Fifteen executive board members were also re-elected.

Major resolutions adopted at the week-long convention called for congressional action on full-employment legislation, a curb on the export of logs, development of alternative energy sources—including the use of wood products—improved occupational safety and health standards and passage of Health Security legislation.

President Joe Morris of the Canadian Labor Congress noted in an address to delegates that the nationalized health care system in Canada is "working to satisfaction." But he reiterated his concern over the Trudeau Administration's economic policies, urging the government to scrap its unfair wage and price restraints.

Oregon Gov. Robert W. Straub reaffirmed his opposition to the export of logs, stressing instead that efforts should focus on export of finished wood products.

President Cesar Chavez of the Farm Workers thanked delegates for the IWA's continuing support of the UFW struggle. He told the convention that the UFW will step up organizing efforts in the Northwest, the East and in Canada—wherever "migrants are willing to build a new union."

New Training Pact Set for Appalachia

The Labor Dept. has awarded the AFL-CIO Appalachian Council a new one-year contract to promote job development and training opportunities with employers that have collective bargaining agreements with unions in the 13-state Appalachian region.

Under a $1,515,800 grant from the Labor Dept.'s Employment & Training Administration, the council program will provide classroom and on-the-job training for about 1,400 unemployed and underemployed persons in the Appalachian states.

Since 1967, the council has trained and placed 24,000 workers in jobs under a series of Labor Dept. contracts totaling more than $11 million.

Court Sets Terms:

J. P. Stevens Faces Stiff Contempt Fine

New York—The 2nd U.S. Court of Appeals here has warned J. P. Stevens & Co. that it will be fined $100,000 each time it fails to live up to the terms of an earlier contempt citation issued by the court and will be assessed an additional $5,000 for every day the violation continues.

The three-judge panel, acting at the request of the National Labor Relations Board also ordered Stevens to pay full court costs and all other expenses related to the lengthy proceedings. The first judgment the court rendered against the company in the case was in 1967.

The court's decision in effect fleshes out a contempt citation against the company issued Aug. 31, finding Stevens guilty of "massive violations of its employees' rights" in regard to union organizing and collective bargaining.

In a separate action, the Clothing & Textile Workers have sued Stevens for what they call misrepresentation of facts by the company regarding its "persistent pattern of willful violation of the federal labor laws."

The civil suit filed in federal district court here asks that the court set aside the election of Stevens's current board of directors and that the company be prohibited from filing annual reports or proxy materials without prior approval from the court.

Speaking for the appeals court on its August ruling, Judge Wilfred Feinberg wrote "the company has flaunted its disobedience of our orders, undermining respect for this court and the rights of employees recognized in the National Labor Relations Act."

"It cannot seriously be maintained that the normal cease and desist order, or even . . . posting and mailing requirements . . . are sufficient to purge the effects of this contempt," Feinberg said.

The court's ruling requires Stevens to offer reinstatement and full backpay plus 6 percent interest to three employees at the company's Roanoke Rapids, N.C., plant. The three were illegally fired for union activities, the court held.

Stevens must also post a copy of the court's contempt adjudication and an accompanying notice for 60 days in all of its Carolina plants. Additionally, the company must mail a copy of the ruling, and a cover letter drafted by the NLRB, to all Stevens workers in North and South Carolina who have been employed since September 1972.

The company must also:

- Give employees the opportunity to make suggestions concerning the distribution and solicitation of materials dealing with labor organizations.
- Issue instructions to plant supervisors in the Carolinas to comply with all provisions of the court order and acknowledge receipt of the instructions in writing.
- Establish a program for educating supervisory personnel on the rights of unions and employees seeking to join unions.
- Grant the union, upon request, the use of plant bulletin boards for a one-year period and the names and addresses of all employees.
- Furnish every six months for the next two years statements to the court specifying steps taken by the company to ensure compliance.

As well as the overall noncompliance fines, the court held each of the 23 individual respondents to the suit—all of whom are Stevens Co. supervisors in the Carolinas—liable for $1,000 fines for every violation and additional $100 fines for each day the violation continues.

Stevens has issued a two-sentence response to the court ruling, indicating that the company plans to appeal the case to the Supreme Court.

Shanker Scores Jailing Of 8 Striking Teachers

White Plains, N.Y.—President Albert Shanker of the American Federation of Teachers deplored the jailing of eight striking members of the Lakeland Federation of Teachers, and charged that the Lakeland school board's "union-busting tactics" led to the "brutal punishment."

Six of the teachers received 30-day sentences and the other two were given 15 days in jail. They were denied bail and taken to the Westchester County jail. In addition, the union was fined $75,000, plus $2,500 for every school day the strike continued past Oct. 28.

The heavy penalties were handed down when the teachers refused to obey a court order to return to work. New York's Taylor Law bans strikes by public employees. Meanwhile, the union local has appealed the sentences, calling them "extremely cruel and harsh."

The Lakeland teachers' strike affects some 450 members of the union in five towns and is now in its sixth week, a record for a teachers' strike in New York state. The union had a three-year contract, which expired on July 1, 1976, but cooperated with the school board by extending the pact for a year with no salary increase while negotiations on a new contract continued.

The board's money offers have been so small that teachers would not have been able to keep abreast of the current rate of inflation. Since the strike began, negotiations have been largely fruitless. A state mediator proposed a compromise on Oct. 13, but this was rejected by the school board.

The Lakeland teachers' union and fellow trade unionists joined in a massive rally at the Lakeland Middle School in Mohegan on Nov. 1.

Correspondence about address corrections should be sent with attached mailing label to: AFL-CIO Subscriptions, Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

11-5-77

CASE FOR LABOR LAW REFORM is made by AFL-CIO Sec.-Treas. Lane Kirkland at Senate hearings. At right is Laurence Gold, the AFL-CIO's special counsel. The House has already passed a reform bill and Senate action is expected early in the next session.

Kirkland Hits Attack On Law Reform Bill

(Continued from Page 1)

Javits (R-N.Y.), Kirkland made these points:

- Increasing the size of the National Labor Relations Board would enable it to handle more cases in a shorter time, just as was the case in 1947 when the board was increased from three to five members. At that time, Kirkland noted, "there was no employer opposition" to the enlargement.
- The procedural shortcuts the bill proposes would not take away any appeal rights from the losing party in unfair labor practice cases but would likely cut in half the present median delay of 120 days between the issuance of an administrative law judge's findings and a National Labor Relations Board decision.
- The sharp rise in unfair labor practice charges against employers and backpay awards for workers illegally fired bears out labor's contention that remedies are too weak to deter an employer who wants to break a union organizing drive or destroy its majority. And the remedy for refusal to bargain is merely an order telling the employer to bargain.

The bill's remedies include an injunction procedure to get illegally fired workers reinstated immediately, double backpay for lost wages, and a compensation award when workers have had a pay raise unduly delayed because of an employer's illegal refusal to bargain for a first contract.

Without such remedies, Kirkland noted, employers stand to profit by violating the law.

- Expedited representation elections, as the bill would provide, would not inhibit an employer from presenting a case against unionization to his workers. But it would thwart the common tactic of deliberate delays and stalling.

Kirkland told the Senate panel that the AFL-CIO is willing to have the expected election procedure applied to petitions to decertify a union when supported by a majority of the workers in the bargaining unit.

- The debarment from government contracts of a firm that willfully violates NLRB rulings is "long overdue," Kirkland said. "The government should not aid and abet those who contemptuously violate human rights," whether the violation is based on race, sex, violation of the wage-hour law or discrimination against union supporters. He said the AFL-CIO would accept as "fair" a comparable penalty against union violations.
- A provision in the bill allowing plant guards to join any union other than the one representing other employees at the same location is "an eminently reasonable compromise" that should be approved.

Kirkland told the Senate panel that "the time has come to translate the 42-year-old promise of the Wagner Act into reality. That's all this bill does."

Carter Signs Law Boosting Wage Floor

(Continued from Page 1)

noted that the same arguments used by opponents of the new bill were used in 1938 when the first minimum wage law was enacted and signed by Franklin D. Roosevelt.

"There were predictions of economic catastrophe," Carter said, and warnings that "inflation would run rampant, that people would lose their jobs because a 25-cent hourly wage was more than the economy could bear."

But despite such dire predictions, Carter said, every increase in the minimum wage since "has helped our nation and its economic strength."

The President called on congressional leaders in the minimum wage campaign—Rep. John H. Dent (D-Pa.), author of the original House bill, and Senators Harrison A. Williams, Jr. (D-N.J.) and Jacob K. Javits (R-N.Y.), who led the Senate battle.

Then Clarence Mitchell, the civil rights leader who headed the Coalition for a Fair Minimum Wage, spoke of the importance of the higher wage floor to black workers at the bottom of the economic ladder. There are some half-million blacks, Mitchell said, whose only hope to rise above the poverty level is through increases in the minimum wage.

Carter asked AFL-CIO President George Meany to conclude the signing ceremony, and Meany spoke of the need for mass purchasing power to sustain America's economy.

"It is not enough for the people in the upper brackets to be prosperous," he stressed.

Wage Probes Reveal 628,000 Shortchanged

The Labor Dept. found that employers illegally underpaid 628,000 workers a total of $112 million in wages during the fiscal year ended Sept. 30.

Labor Sec. Ray Marshall said the number of workers shortchanged by their employers is the highest in the 39-year history of the Fair Labor Standards Act. While the number of affected workers rose from 561,370 in fiscal year 1976, the amount of lost wages involved in the detected violations was down slightly from $112.2 million.

AFL-CIO research economists have estimated that only about one-third of all suspected wage-hour violations are uncovered by Labor Dept. investigators.

Of the $112 million, the largest portion involved overtime pay violations amounting to $51.2 million for 265,744 workers. Another 371,041 workers were shortchanged a total of $37.1 million because they were paid less than the federal minimum wage of $2.30 an hour.

The Labor Dept. also reported that under provisions of the Equal Pay Act, which requires employers to pay equal wages to men and women doing substantially the same work in the same workplace, 19,141 workers were shortchanged a total $15.5 million.

Government contractors were also found to have illegally underpaid 33,900 workers a total of $8 million in violation of prevailing wage requirements.

Under the Age Discrimination Act, which protects workers aged 40 to 65, Labor Dept. investigators disclosed that 1,707 workers were found to be underpaid $8.9 million.

Investigations also turned up evidence that 16,000 minors were illegally employed during fiscal 1977. For the child labor violations, employers were fined $1,283,155. The collected fines are used to administer the Wage & Hour Division enforcement program.

Of the $112 million workers lost to wage chiseling during the fiscal year, the Labor Dept. said that $65.5 million was recovered for 481,000 workers. This compares with $67 million that 446,500 workers got in back pay wages in fiscal 1976.

Wholesale Prices Show Sharp Surge

Wholesale prices, led by sharp increases in farm prices, jumped eight-tenths of 1 percent in October, the largest monthly increase since April, the Bureau of Labor Statistics reported.

The surge, which translates to a near-double digit 9.6 annual rate of inflation, signaled higher prices for consumers at the supermarket.

Food prices rose 1.3 percent over the month after declining the previous five months. Prices of industrial commodities increased six-tenths of 1 percent.

Also contributing to the steep rise were higher price tags for 1978 cars and trucks.

Unions Document Law Reform Case

AFL-CIO News

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Weakness Of NLRA Spelled Out

By David L. Perlman

Two union presidents completed the AFL-CIO's case for labor law reform and a Senate subcommittee prepared to start voting on provisions of the bill that will be sent to the Senate floor early in the 1978 session.

Machinists President William W. Winpisinger and Newspaper Guild President Charles A. Perlik, Jr. gave first-hand testimony to the weakness of the National Labor Relations Act in enforcing the rights it grants to workers.

The Machinists, one of the nation's biggest and oldest unions, has a diversified blue-collar membership. The relatively small Newspaper Guild bargains for a largely white-collar workforce. But the problems the two unions have encountered in organizing are remarkably similar.

Winpisinger said workers who approach the IAM for organizing help "tend to be scared" and are "afraid of being fired" if their employer finds out that they are union supporters.

Their fear is not without cause, Winpisinger noted. Although the law clearly protects their right to organize, "we can no longer assure workers with any confidence that it will protect them against intimidation, coercion or loss of their job for union activity."

Perlik told of similar problems in his union's jurisdiction.

"Unorganized workers write us for help in organizing and fear to sign their names," he said. Others are only slightly less cautious, like the Alabama reporter who wrote the union, "Please keep my name in strict confidence and contact me at my home address . . . Any slip probably spells instant firing."

The Newspaper Guild's experience, Perlik said, is that "fear of the consequences of exercising their legal rights is the greatest deterrent to organizing the unorganized, just as time is management's greatest weapon in combatting organization once it is successfully begun."

The delaying tactics employers can and do use was stressed also by Winpisinger. He told the Senate subcommittee:

"This hurdle of fear is only the beginning. If workers decide to nevertheless go ahead and try to organize despite the intimidation, coercion and discrimination that is almost certain to follow, the union still faces what has become an increasingly insurmountable obstacle

(Continued on Page 3)

Stagnant Economy Keeps Joblessness at High Level

Labor Asks Overhaul of Welfare Bill

The AFL-CIO asked Congress to reshape President Carter's welfare reform plan to assure "real jobs at decent wages" for persons able to work and adequate cash benefits for others.

"In its present form," the Administration's welfare proposal is "unacceptable," AFL-CIO Social Security Director Bert Seidman testified at House hearings.

Seidman said the AFL-CIO agrees generally with the direction of the Administration program, including for the first time assured federal income support for needy two-parent families, single persons and childless couples.

But the proposed levels of cash benefits are "inadequate by even the poorest of standards," and "far below the poverty level," he said.

And unless states voluntarily supplement federal benefits, a high proportion of welfare recipients will be worse off than at present, Seidman noted. He was especially critical of the Administration proposal to eliminate food stamps in return for broader cash benefits and to limit the duration of extended unemployment compensation.

"The effect of these measures would be to put millions of long-term jobless and working poor families on welfare," Seidman said. "Since the AFL-CIO wants to keep as many families as possible from having to seek welfare,

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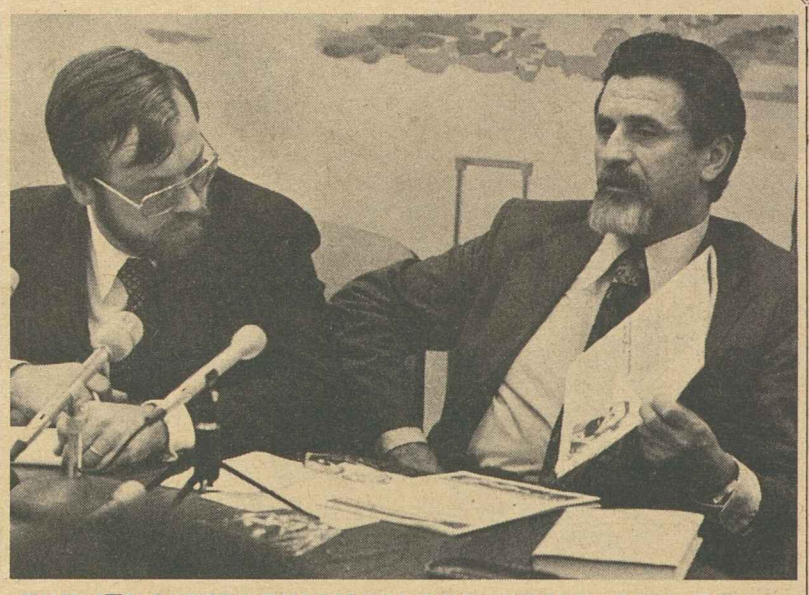

FORMER SOVIET POLITICAL PRISONER Dr. Mikhail Stern, right, told a press conference that an article in the AFL-CIO's Free Trade Union News (which he holds) helped spearhead a worldwide publicity campaign leading to his release earlier this year. The Ukrainian Jewish endocrinologist served two years and nine months in a prison camp before being released. At left is his interpreter, George Nesterczuk. **(Story, Page 3.)**

House, Senate Versions Differ:

Social Security Bill Goes to Conference

The Senate passed a social security financing bill that would raise the payroll tax ceiling for employers faster than for workers—a concept backed by the Administration and the AFL-CIO but opposed by business groups.

It also voted to modify a House-passed provision that would have ended all earnings restrictions on persons drawing social security benefits. The House provision would be a windfall for a relatively affluent group that would be paid for by additional increases in payroll taxes.

A House-Senate conference committee will be set up later this month to try to resolve these and other differences between the two bills.

Both measures would put the social security system on a stronger financial footing, assuring that for the foreseeable future the social security trust funds will take in enough money to pay all benefits that come due.

This would be accomplished in large part by remedying a technical flaw in the formula for computing future benefits. But both the House and Senate bills also would raise—above the increases already scheduled by existing law—both the payroll tax rate and the maximum amount of earnings subject to the payroll tax.

Under the Senate bill, the amount of wages on which workers are taxed would rise more gradually than in the House version. But the employer tax would apply to wages up to $50,000 in 1979 and up to $75,000 in 1985 and thereafter.

That would be the first departure from the 50-50 division of the payroll tax, and Republicans made two attempts to restore the present

(Continued on Page 8)

Rate Holds Steady At 7% Plateau

By James M. Shevis

High unemployment hung on stubbornly last month as the nation's official jobless rate inched up a tenth of a percentage point to 7 percent, about where it has been since spring.

Joblessness has remained stuck between 6.9 and 7.1 percent since April, a clear indication that the economy is not producing jobs fast enough to keep up with a growing labor force.

Blacks, adult men, and factory workers — particularly steel workers—were hardest hit by layoffs during October, the Bureau of Labor Statistics reported. Officially, there were 6,872,000 Americans who wanted to work but couldn't find employment, but the AFL-CIO count was much higher.

Unlike the government, the federation counts as unemployed the so-called discouraged worker who gives up looking for a job because he believes none exists. There are over 1 million such persons. The AFL-CIO also factors in workers who take part-time jobs because they can't find full-time jobs, adding half their number—3.3 million in October—to the ranks of the unemployed.

When discouraged and part-time workers are taken into consideration, the nation's jobless rate last month was closer to 10

(Continued on Page 6)

Panel Drafts Proposals on Illegal Aliens

A group of union and industry leaders has drafted a series of recommendations to deal with the problems of illegal aliens, whose numbers in the United States are estimated as high as 12 million.

The Labor-Management Group urged the establishment of a general identification system based on social security numbers and asked a crackdown on illegal hiring practices. It also recommends the creation of an amnesty program leading to citizenship for aliens and efforts to spur greater industrial and agricultural development in Central and South American nations.

"A growing influx of unautho-

(Continued on Page 7)

Foreign Trade Deficit Compounds Inflation, Job Loss Problems

The current U.S. foreign trade deficit is having a heavy impact on the nation's domestic economic problems of unemployment and inflation, the AFL-CIO told the House Ways & Means subcommittee on trade.

AFL-CIO Research Director Rudy Oswald added that the growing tide of imports into the United States endangers "all types of employment—from unskilled workers' jobs to professional research and development jobs."

Oswald said that in addition to rising prices for imported raw materials—oil and other commodities controlled by a few foreign sources—prices of manufactured imports also show a tendency to climb steeply.

This has typically occurred, Oswald said, after U.S. buyers become dependent on foreign suppliers who set higher prices for their products once they gain control of the American market.

In addition to the well-documented loss of hundreds of thousands of jobs in steel, apparel and shoes, Oswald provided the subcommittee with a long list of less publicized industries whose employment has been affected—sometimes drastically—by imports.

These industries include tires, cigars, railroad equipment, primary copper, and telephone and telegraph apparatus, as well as others.

Oswald listed several partial causes for the current projected trade deficit of $30 billion this year. Among the factors, he said, were increased payments for oil imports, increased imports of manufactured goods, the growth of multinational corporations and overseas investment, devaluation of the dollar,

(Continued on Page 8)

Fund Appeal Launched For Humphrey Institute

AFL-CIO President George Meany has urged affiliates and state and local central bodies to contribute to the creation of a Hubert H. Humphrey Institute of Public Affairs at the University of Minnesota.

Sen. Humphrey is "one of America's greatest statesmen and certainly one of the staunchest friends the labor movement has ever had in government," Meany stressed.

He noted in a letter to the affiliated labor groups that the federation's Executive Council voted unanimous support of the Humphrey institute and appropriated $25,000 to the fund-raising campaign.

The Humphrey institute will result from the expansion of the existing School of Public Affairs at the University of Minnesota's Twin Cities campus. Several professorial chairs will be added to present faculty and a number of fellowships will be created to attract high-level candidates. The institute will also house Humphrey's papers.

Meany said that he has agreed to serve on the institute's executive committee on the conviction that the nation sorely needs a center "where public policy issues can be explored and developed in the spirit of Hubert Humphrey."

To aid in labor's fund-raising efforts for the institute, the Executive Council has established a special committee consisting of Vice Presidents Glenn E. Watts, chairman, and Lloyd McBride, J. C. Turner, Joseph P. Tonelli and Murray H. Finley.

Meany said that contributions should be forwarded to Sec.-Treas. Lane Kirkland at the AFL-CIO headquarters.

Key Changes Pressed In Carter Welfare Plan

(Continued from Page 1)

we vigorously oppose abolishing the food stamp program or restricting extended unemployment insurance."

The AFL-CIO testimony was especially critical of the "totally inadequate" jobs program proposed by the Administration as a key ingredient of welfare reform.

It purports to set up 1.4 million public service job slots, to be filled temporarily by persons from welfare rolls or other family heads unemployed for at least five weeks. With few exceptions, the jobs would pay only the minimum wage.

Seidman noted that the 1.4 million figure includes 725,000 federally-funded jobs that are presently filled, and that generally pay more than the minimum wage. Further, of the 675,000 "new" jobs to be added over a three-year period, 300,000 would be part-time work to accommodate mothers of school-age children.

While minimum wages in public service jobs would be supplemented by cash assistance, Seidman suggested that it would make more sense to pay an adequate wage in the first place.

Present public service jobs are often deficient in training and developing the type of skills that would enable workers to obtain decent-paying jobs in the private sector, Seidman noted. He saw little indication that the new proposal would lead to more effective training.

The job opportunity picture in the public sector has been even worse for women, Seidman said. Their average hourly pay under the Work Incentive Program has been substantially below that for men and too often women have been shunted into "traditional female jobs such as housework."

The AFL-CIO urged the special House subcommittee that has been set up to deal with welfare reform to shape legislation that would:

- Establish a cash assistance program to provide direct income support to poor families and individuals who are unable or cannot be expected to work outside the home. The benefit level should be no less than the poverty level. If necessary, this could be achieved in stages.
- Mount a massive effort to increase jobs in both the public and private sectors and restructure the employment and training system "making them vastly more responsive and accountable for providing assistance to persons who with proper placement or training can be self-sufficient." Such persons should receive temporary income support outside of the welfare system until placed in jobs at no less than the prevailing wage.
- Expand the earned income tax credit so that workers who have large families won't have to rely on welfare payments to keep their families out of poverty.

Need for Full-Employment Economy:

Heavy Loss in GNP Predicted If Severe Joblessness Persists

Unless it dramatically changes its approach to unemployment, the United States could lose as much as $15 trillion in gross national product—total output of good and services—and up to $3 trillion in taxes by the year 2000, a new study warns.

Published by the Exploratory Project for Economic Alternatives, a Washington-based research group, the study documents the enormous cumulative loss of GNP and taxes over the past 20 years due to sustained long-term joblessness, and urges the Carter Administration to put the nation on the track to a full-employment economy to prevent further drains.

The EPEA report—titled The Costs of Continued Unemployment—"demonstrates how much we as a nation and as individual taxpayers could gain from true full employment." Project Co-directors Gar Alperovitz and Jeff Faux observe in an introduction.

The study, prepared by Prof. Steven Sheffrin of the University of California, calculates the cost of prolonged high unemployment under different assumptions of jobless levels. The levels are based on no significant change in the 3.5 percent average annual growth rate the nation has experienced since 1956.

Under the most pessimistic scenario, the study calculates that if unemployment averaged 9.9 percent over the next 25 years, the nation would produce nearly $15 trillion less in goods and services than if joblessness averaged 2 percent over the same period. At the same time, government revenues would be reduced by $3.2 trillion.

A "modestly optimistic" 5.5 percent jobless rate between now and the end of the century would cost the U.S. $6 trillion in GNP and $1.3 trillion in taxes. A "moderately pessimistic" projection of 6.5 percent unemployment would mean losses of $7 trillion in output and $1.5 trillion in taxes.

The nation's current unemployment rate is 7 percent, but for different worker categories—particularly blacks and teenagers—joblessness is much higher. While Sheffrin's 2 percent unemployment rate is a seemingly low benchmark, Alperovitz and Faux think it is not impossible to achieve.

"Such an estimate of full employment was considered by no means unreasonable during much of the postwar period," they observe in their commentary accompanying Sheffrin's analysis.

"Our national debate today is focused on the sad question of how high an unemployment rate we must accept, rather than on how low a rate we could achieve were we to make it our priority."

Noting that the definition of full employment has steadily "slipped upward" since the mid-1950s, the EPEA report observes that "Presidential perspectives on what constitutes full employment have often reflected changing political and economic conditions—rather than a decision on what is technically feasible."

The issue today "has become not how much unemployment can be eliminated, but how much can be justified, and therefore accepted," Alperovitz and Faux assert.

"If, over the next decades, we are to avoid the waste and inefficiency of unemployment that we have experienced in the past, we must clearly end the cynical manipulation of the definition of full employment for overtly ideological and political purposes," they declare.

Alperovitz and Faux call for a return to "the common sense of the years before Richard Nixon took office." Instead of consciously allowing unemployment to rise in an attempt to lower inflation, a policy that characterized the Nixon-Ford years, they would install an anti-inflation program to deal with basic price pressures.

"We need a basic program against inflation that deals specifically with price increases in the things that matter most to the average American—the basic necessities," Alperovitz and Faux argue. Food, housing, medical care, and energy account for 70 percent of the average family budget, EPEA noted in an earlier study.

"The bulk of the increases in prices in these goods and services—which since 1970 have risen almost half again as prices in general—derives from non-labor sources," the project directors point out.

The fact that labor market pressures are not the primary source of inflation in the basic necessities of life dramatizes how wide of the mark are policies that maintain high unemployment on the discredited theory that this will reduce prices, they add.

Appeals Court Upholds Jobless Aid to Strikers

New York—A federal appellate court has upheld a section of New York state's unemployment compensation law that allows strikers to collect jobless benefits after they have been out of work for eight weeks.

The New York Telephone Co., whose employees collected unemployment benefits during a seven-month strike in 1971, had challenged the law which it said forced employers to subsidize strikes against themselves.

A federal district judge ruled in favor of the company position last May, but the state appealed the decision and won the reversal in the 2nd Circuit Court of Appeals.

New York and Rhode Island are the only two states that allow persons on strike to qualify for unemployment compensation. Employer groups have tried without success to get the legislatures of the two states to change their laws and to get Congress to prohibit payments to strikers.

The appellate court decision, written by Judge Thomas Meskill, noted that the New York law has been on the statute books since 1935 and Congress has had ample opportunity to act.

As to the lower court contention that New York's law conflicted with federal policies on labor-management relations, Meskill said that even if it were the case, "the conflict is one which Congress has decided to tolerate."

State officials had testified that the availability of unemployment compensation after a lengthy strike has not been a factor in initiating or prolonging strikes.

The state describes its provision of jobless benefits after eight weeks of a strike as "a good-faith attempt to strike a balance between neutrality in the collective bargaining process—which the state maintains for the first eight weeks—and the social and economic well-being of its citizens."

Commenting on this, the appellate decision noted that the federal courts have "no power to impose upon the states their views of what constitutes wise economic or social policy."

Pilots Praise UN Stand On Airline Hijackings

The Airline Pilots gave qualified support to the recent United Nations resolution condemning airplane hijacking and calling on the 149 member nations to take steps against such piracy.

ALPA also announced that it will take no action at this time concerning a proposed worldwide strike to protest the laxness with which various nations deal with hijacking.

Prior to the UN resolution, the Pilots and their international federation, representing 56,000 members in 86 countries, had threatened the protest strike unless the UN took some action.

The Pilots said they "would like to have seen a stronger resolution," but added that the UN is by its nature not able to compel member nations to take tougher steps against hijacking.

The UN General Assembly approved a resolution calling on governments to tighten airport security and to prosecute or extradite hijackers. This dual response to hijacking has long been the position of ALPAs.

Although the resolution does not have the force of law, despite a unanimous General Assembly action in its favor, the Pilots praised it and said "we are hopeful that each of the 149 member states will adhere to the spirit of the resolution and take immediate measures to carry out its objectives."

Before the UN action, the head of the International Transport Workers' Federation called on the UN and the International Civil Aviation Organization (ICAO) to crack down on the resurgence of airline hijacking.

The ITF is a London-based organization of transportation unions with affiliates representing about 500,000 airline workers in 80 countries. American members representing airline workers include the Railway & Airline Clerks, the Transport Workers, the Machinists, the Flight Engineers, the Airline Dispatchers, and the Marine Engineers.

Harold Lewis, general secretary of the federation, sent cables to UN Secretary General Kurt Waldheim and the ICAO asking "drastic and immediate action" and adding that it was "in particular imperative to maximize airport security and to require all governments to refuse sanctuary to all hijackers on pain of harsh sanctions."

Lewis observed that the recent hijacking of a Lufthansa B-737 by German terrorists could have been prevented "if there had been even the most rudimentary of checks in Majorca," where the hijackers boarded.

In the other noted recent hijacking, that of a Japan Airlines DC-8, Lewis said that "the Japanese government adopted a policy of total surrender," and the terrorists were released after being taken into custody in Algeria, where the plane ultimately landed.

The UN resolution's key paragraph calls on all governments to accept three conventions drafted in the past by the ICAO. These documents commit nations to punish crimes taking place on aircrafts in flight, to punish hijackers severely, and to punish attacks aboard aircrafts such as bombings or sabotage.

Plain-Language Question:

Poll Refutes Claim For R-T-W Support

Results of a public opinion survey released by the AFL-CIO refute the claim by anti-union groups that the American people support so-called right-to-work laws.

The poll, taken by Public Interest Opinion Research, "reveals much public confusion about the substance of so-called right-to-work laws," said Vic Kamber, director of the AFL-CIO Task Force on Labor Law Reform. "When the issue is explained in everyday language rather than code words," Kamber pointed out, "74 percent of Americans oppose these laws as unfair."

He said the survey asked 800 adults what the phrase "right to work" meant to them. "Only 13 percent of those surveyed volunteered any union-related answer, despite the fact that these laws deal solely with the type of collective bargaining agreements unions may negotiate with employers," he said.

The poll found that 45 percent of the respondents thought the phrase referred to "basic freedoms," 23 percent throught it meant "more jobs," and 3 percent said "less welfare."

Respondents then were asked: "From what you know, do you favor or oppose state 'right to work' laws?" Fifty-six percent favored such laws, 16 percent opposed them and 28 percent had no opinion.

"The result is not surprising," said Kamber, "because any public opinion survey which only asks loaded questions or which uses code words is bound to evoke an emotional response."

But when the question was phrased another way—"Do you think it's fair for people to receive benefits from an organization such as a labor union without paying any of the costs of getting those benefits?"—an overwhelming 74 percent said it was not fair. Only 15 percent thought it was fair and 11 percent didn't know.

" 'Right to work' laws have nothing to do with creating jobs or protecting basic freedoms," Kamber pointed out. "All they do is stop companies from negotiating contracts requiring that, if a majority of its workers vote to join a union, all the firm's workers must pay their fair share of the cost of union representation. Since unions must represent all the workers in a workplace, union members and nonmembers alike, it is only fair that all workers should share union costs."

Kamber emphasized that the only reason the poll was taken was to determine the veracity of other polls showing support for these laws.

Vic Fingerhut of Public Interest Opinion Research commented, "If most people knew that 'right to work' laws meant a 'free ride' for some workers benefiting from union representation they would be less likely to support them."

Fingerhut pointed out that apparent anti-labor sentiments in the support of "right to work" laws by a majority of Americans are not borne out by previous PIOR and Louis Harris surveys. A May 1977 poll conducted by PIOR for the AFL-CIO Task Force showed a 59-34 percent majority agreeing that "most working people need labor unions to protect their rights." A January 1977 Harris survey found a 59-25 percent majority believing "if there were no unions, most employers would quickly move to exploit their employees."

PIOR, a national polling firm based in Alexandria, Va., conducted the latest survey by telephone between Aug. 29 and Sept. 8 among a national random sample of 800 adults.

Freed Soviet Prisoner Credits Role of Labor

Dr. Mikhail Stern, a Ukrainian Jewish physician who was released from a Soviet prison camp last March after almost three years at hard labor, said the American labor movement deserves a large part of the credit for his freedom.

Stern told a press conference at AFL-CIO headquarters in Washington that an article appearing in international editions of the federation's Free Trade Union News helped spearhead a publicity and letter-writing campaign that led to his release.

That article, published in the February-March 1976 issue of the News, was written by Dr. Stern's son Victor and described the circumstances surrounding the noted endocrinologist's arrest, trial and imprisonment in 1974.

At his press conference Stern said the Soviet authorities received thousands of letters from all over the world within two weeks of the article's appearance. "I would have died in that concentration camp" without the publicity that surrounded this case, he said.

Speaking from his experience, Stern said that "secret diplomacy" does not work to ease Soviet actions against dissidents. He added that the KGB, the Soviet secret police, told his two sons "not to make noises because it would harm me" when they were expelled from the country in 1975.

Although Stern was technically convicted of bribery by a Soviet court, he held that the harassment and KGB investigations leading to his imprisonment only began after one of his sons applied to emigrate to Israel.

"I was arrested because my family wanted to exercise its legal rights and emigrate to Israel," Stern said, "but the same fate can befall anyone who comes into conflict with the Soviet totalitarian state."

Stern is currently on a lecture tour of the United States and will return to his home in Israel at its conclusion. A newly-published book, "The USSR vs. Dr. Mikhail Stern," is an account of his trial based on secret tapes of that incident made by his two sons.

Prior to the press conference, Stern met with AFL-CIO President George Meany.

In introducing Stern, AFL-CIO International Affairs Director Ernest Lee said the press conference was arranged "to show the importance we attach to the courage of those who dissent in the dictatorships of the world—in this case, in the Soviet Union."

LABOR'S SIDE of the labor law reform story was presented by Thomas R. Donahue, executive assistant to AFL-CIO President George Meany, at a Cornell University conference in Washington on issues that unite and divide labor and management. Donahue, at the rostrum, exchanged views with Chairman R. Heath Larry of the National Association of Manufacturers, left. Director Wayne L. Horvitz of the Federal Mediation & Conciliation Service, second from the left, moderated. Prof. Charles Morris of Cornell's School of Industrial & Labor Relations, at right, offered comments.

Unions Press Labor Law Reform Bill

(Continued from Page 1)

of employer litigation designed to defeat unionism through interminable administrative and judicial delays.

"A union can go in with authorization cards from a huge majority . . . and still never be able to hack its way to a final and binding certification through the jungle of the employer's objections, delays and appeals."

If the union should finally get certified, Winpisinger said, the employer increasingly simply refuses to bargain in good faith and there is little remedy under present law.

"Over the past few years," he testified, "we have prematurely celebrated literally scores of representation election victories that in the end added up to a big fat zero for both the workers and the union."

A first-hand account of the law's delays and frustrations was presented to the Senate panel in a statement from a reporter on the Steubenville, Ohio, Herald-Star, where more than two years ago over 80 percent of the eligible employees signed cards designating the Newspaper Guild as their bargaining representative.

They still don't have union representation. The reporter, Matz Malone, commented: "I know I have lost credibility in the eyes of my co-workers who believed me when I told them about our rights under the law, and I can't help but believe that our lawmakers, the NLRB and the law itself have lost credibility, too."

The Administration bill that is before the Senate panel would speed up the election process, provide immediate reinstatement for workers fired for union activity with double pay for lost time, deny government contracts to flagrant violators of labor law and provide a mechanism to compensate workers for pay increases missed because of their employer's refusal to bargain in good faith.

Sen. Strom Thurmond (R-S.C.) came before the subcommittee to testify against the bill. With him, to add intellectual credentials to the case against labor law reform, was the president of Benedict College in Columbia, S.C.

The college president, Henry Ponder, said "no one familiar with history at the turn of the century can deny that labor unions at that time provided a worthwhile service, but, like the pony express, isn't badly needed now."

Election Results Retain Party Lineup in States

The lineup of state governors by political party remained the same as Republicans held the Virginia seat and New Jersey Democrat Brendan Byrne won re-election.

Byrne's victory and the loss of COPE-endorsed Democrat Henry Howell in Virginia left the lineup at 37 Democrats, 12 Republicans and an independent in Maine. Howell lost to Republican Lt. Gov. John Dalton, who won 56 percent of the vote in a race in which Howell, a three-time nominee for governor, was considered ahead early in the campaign.

Byrne also came from behind. Plagued by new taxes during his first term, Byrne barely survived an 11-candidate field with 30 percent of the vote in the primary, but won the general election overwhelmingly over Republican State Sen. Ray Bateman.

Byrne polled almost 1.2 million votes, or 57 percent of the total. He had widespread labor support, although he barely missed getting the two-thirds vote of the state AFL-CIO convention necessary for the COPE endorsement.

In Virginia, the only Democrat to win in three state-wide races was Charles Robb, the 38-year-old son-in-law of Lyndon Johnson, for lieutenant governor.

In mayor's races, Democratic nominee Edward Koch won in New York as expected, repeating his primary victory over Mario Cuomo, 50 percent to 42 percent. Those two finished ahead of incumbent Abraham Beame and former Rep. Bella Abzug in the Democratic primary and Cuomo was the Liberal Party nominee in the general election.

In other major cities' races for mayor, labor-supported Albert Hofstede ousted Mayor Charles Stenvig in Minneapolis, and 31-year-old Democrat Dennis Kucinich won over a fellow Democrat in Cleveland. Cleveland had been the nation's largest city with a Republican mayor before incumbent Ralph Perk lost in the primary.

Elsewhere, incumbents were re-elected in Detroit, Pittsburgh, Miami and Syracuse, N.Y., as had happened earlier in Los Angeles and Atlanta. Houston will have a two-man runoff Nov. 22 and New Orleans, which has a black nominee for the first time, elects its mayor Nov. 12. The first black on the ballot in Buffalo, N.Y., was defeated by the Conservative Party nominee.

One of organized labor's highest political priorities, easier voter registration, was defeated in ballot questions in Ohio and Washington.

The Ohio law, which was enacted earlier this year over the governor's veto, allowed universal, permanent voter registration on election day. It was rescinded by a 62 percent vote on a special ballot question. In Washington, a state question allowing registration by mail was beaten by a 2-1 margin.

On other state questions, both New York and Kentucky turned down proposals for new constitutions. New Yorkers also rejected, with 61 percent of the vote, a $750 million economic development bond issue backed by Gov. Hugh Carey, but two bond issues carried in New Jersey, as did four in Virginia.

In Oregon, where the nation's biggest state bond issues were on the ballot, a $658 million water proposal passed, but a $439 million project to develop non-nuclear power sources was defeated.

Across the nation, a Wall Street Journal survey showed that bond issues totaled only $4 billion, a distinct drop from the totals of $7.2 billion in 1975 and $9.1 billion in 1968.

Iron Range Strikers Plan New Proposal

Duluth, Minn.—The bargaining committee representing some 16,000 striking iron ore miners in Minnesota and northern Michigan planned to submit a counter proposal to the industry's most recent contract offer in hopes of ending their three-month-old walkout.

The miners—members of the Steelworkers—rejected the companies' offer because some workers would have suffered a pay cut, the union's 80-member "iron range committee" said.

The key-issue in the dispute involves incentive pay. The ore miners want incentive pay clauses similar to those in the basic steel industry. The steel and iron-ore mining companies plan offered production bonuses for only about 75 percent of the workers and even then would not have become effective until Nov. 1, 1979.

The strike, which began on Aug. 1, involves miners at some 17 locals. Minnesota's rich Mesabi iron range alone is the source of about two-thirds of the country's iron ore.

The Trade Problem

THE AFL-CIO WANTS a fully-employed economy with fair and healthy international trade. We know that a trade surplus alone does not guarantee economic health. The United States had a trade surplus—more exports than imports—during the 1975 economic downturn, the worst in recent times. The quality of what the United States imports and exports has as much to do with the result as the quantity. Both are hurting the economy today.

Consequences of America's international problems are showing up across the nation, as shutdowns and movements and layoffs affect new and old industries—from apparel to aerospace. Of particular concern is the impact of these problems upon employment.

Total U.S. manufacturing and construction employment currently is still below the levels of three years ago. Nearly every sector of manufacturing lags behind. The employment effects of imports of steel, clothing, shoes and color TV are well known, but jobs in many other industries are also affected. All types of employment—from unskilled workers' jobs to professional research and development jobs—are at stake.

While the U.S. economy recovered substantially in 1976 from the 1975 recession, rising imports contributed to job losses even during this upturn in the economy. Employment in so-called "export industries" also has been affected by trade changes. During the 1970s imports rose rapidly in almost every major manufacturing sector—even those industries traditionally known as U.S. "export industries" suffered employment impacts. Machine tools, aircraft and some other advanced industries have shown employment declines.

THE REASON HAS BEEN a combination of factors—both foreign and domestic. Among the foreign factors that affect employment are the movement of U.S. industries abroad. This has occurred for many reasons, among them the demand of foreign countries for coproduction or full production within their national boundaries, the requirements of common market areas, trade barriers, and a self-defense mechanism when unregulated imports undercut production at home.

Another result of the trade deficit and international economic problems has been higher U.S. prices. Oil is the best example of the type of monopoly prices that can occur when a foreign cartel jacks up prices and Americans, dependent upon foreign oil, are at the mercy of the cartel.

Growing imports also have a price impact through their effect upon U.S. production. A rapid rise in imports reduces domestic production and stunts the growth of old and new industries. Low utilization of industrial capacity drives up domestic costs and leaves the industry even more vulnerable to import competition. Low plant utilization discourages investment in new U.S. facilities. A vicious circle develops.

A serious problem exists in the United States, and the world, that relates to the U.S. trade deficit. The causes are many and complicated. But one thing is clear, the United States has a trade problem—aggravated by floods of imports—that affects more and more of the U.S. economy at home. No "quick fix" will solve this. The U.S. needs fair trade geared to the nation's needs.

—From AFL-CIO testimony by Research Director Rudy Oswald.

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Black Eye

Executive Suite Crooks:

Corporate Corruption Cases Raise Bookkeeping Questions

By Gus Tyler

ABOUT TWO YEARS AGO, this column publicly voiced the suspicion that some of those corporate operators who were charged with bribing foreign statesmen and making illegal contributions to domestic politicians might indeed also have been pocketing money for themselves.

Now, we are unhappy to report that the suspicions appear to be confirmed. A former executive vice president of the Firestone Rubber & Tire Co. is charged with having diverted to himself more than one-half of the million dollars he was supposed to have given illegally to candidates for public office.

If the 40-count federal indictment against Robert P. Beasely stands up, he will be guilty of having violated at least two and, perhaps, three major laws. (The 40 counts include technical violations like "fraud" and "interstate transportation of stolen property.")

The two major charges are contribution of money from a corporation to a candidate, a practice forbidden by law, and the diversion of corporate money to himself.

A possible third charge would be evasion of the income tax if the accused did not report the $600,000 he is alleged to have stolen.

When I suggested the thought that those who were handling hot money might very well be allowing some of the bills to stick to their own fingers, I was referring to an earlier case involving an oil company. In this case, almost $13 million was involved in illegal contributions.

The big question then—and now—was just how so large a sum of money could escape the attention of those who audited the company's books. Were there receipts for such expenditures? If there were receipts, just what did they show? And if there were no receipts—or if the description of the expenditure was phony—how did we know that the money went where it was supposed to go and did not end up in the pocket of the money manipulator?

The fraudulent accounting practices of many corporations have not received quite the attention they deserve, although such corporate corruption cheats the stockholders, cheats Uncle Sam, whose tax depends on an honest statement, and greases the path to bribery. Yet, the practices are widespread.

The evidence is contained in a book that is just now rolling off the presses, titled "Bribery and Extortion in World Business," by three authors who can hardly be called anti-business. Neil H. Jacoby is professor of business economics at the Graduate School of Management at the University of California in Los Angeles; Peter Nehemkis is a faculty member at the same school; Richard Eells is director of the program for studies of the modern corporation at Columbia University Graduate School of Business.

SOME READERS of the book will undoubtedly get the feeling that it is "soft" on business because the very serious study tries very hard to put corruption in proper prospective, distinguishing between bribery and extortion and suggesting that improper conduct is really not applicable to all or most business.

Nevertheless, the data-laden volume records that when the Securities & Exchange Commission submitted its report (May 13, 1976) to the Senate on corporate bookkeeping, it noted that "more than 67 percent of those disclosing their bookkeeping practices admitted that some payments were inadequately or deceptively recorded through the device of overbilling, off-the-book slush funds, or misleading entries. Only 20 companies, one-third of those reporting, stated that all payments were regularly accounted for."

The SEC called it an "apparent frustration of our system of corporate accountability."

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For Professional Care!

FTC Investigates Practices:

Hidden Fees Hit Consumers In One-Sided Credit Contracts

By Sidney Margolius

THE FEDERAL TRADE Commission and local authorities around the country have become concerned about the possible unfairness of some of the provisions in standardized installment contract forms. The FTC is holding hearings in several cities on the problems created by the lack of any real choice when installment buyers and borrowers are given standard preprinted contract forms to sign on a take-it-or-leave it basis.

In our experience there's no question of the one-sided nature of the standard contracts. Often consumers never even understand the significance of certain potentially injurious provisions often included in standard installment forms.

Even if installment buyers do read all the legalistic language in the small print and understand what they're obligating themselves for, obviously they and the sellers and lenders usually are very unequal in contract bargaining power.

As the result of standard provisions, delinquent debtors often have had to pay unexpected charges such as fees for the finance company's lawyers. Or they have recovered much less than the going resale value when a car or other expensive purchase was repossessed and resold by the finance company. Often, too, they have found that creditors went to court and got judgments against them with no notification, and that the standard contracts they signed gave the creditors the right to do so.

Whether or not the FTC finally bans it, you ought to be aware of the controversial clause requiring that a delinquent debtor pay the creditor's legal fees.

For example, a typical credit-card agreement reads, "If any amount due is referred for collection to an attorney, cardholders agree to pay reasonable attorney fees not to exceed 20 percent of such amount."

The lawyer fees are charges in addition to repossession costs.

This provision is noticeably one-sided since it gives the creditor the right to recover his lawyer's costs if he wins the court action, but doesn't give the debtor the same right if he wins. Nor, in almost any other type of court suit, does the winning party have the right to collect attorney fees.

Unions have long fought this provision. As far back as 1966 the New York City Hotel Workers Council, with the support of the Central Labor Council and State AFL-CIO, got the legislature there to enact a bill abolishing legal fees imposed on delinquent debtors.

Since then both FTC and local authorities in some areas have compelled a number of stores, lenders and collection agencies to refund such extra fees, either because the agreements required the fee only when an account is referred to an outside attorney, or because the fees were considered excessive.

In one recent case, the FTC required the City Stores Co., which has stores in various towns, to refund $81,000 to delinquent charge customers who had paid 20 percent collection fees when accounts were referred to a collection agency. In another instance, a New York lawyer was found guilty in federal court for collecting attorney's fees both from Sears Roebuck whom he represented in collection cases and from hundreds of Sears customers.

A number of large banks also have been found to be adding 20 percent to court judgments for lawyers' fees.

The FTC's hearings are considering whether the fee requirement should be abolished, even when a late account is referred for collection as well as when a lawyer becomes involved.

ANOTHER SENSITIVE ISSUE is whether co-signers are made sufficiently aware of their responsibility to pay the debt if the principal debtor can't. I, myself have encountered financially innocent co-signers who seemed to think that adding their signatures to an installment contract was merely a kind of character reference.

Now the FTC is considering promulgating a regulation requiring lenders and installment dealers to warn co-signers of their potential liability in advance.

Another common provision of standard installment contract forms, although not allowed in some areas, is the "cognovit" clause. It allows the creditor to get a judgment against a delinquent debtor without notifying him in advance. Still another frequent standard clause gives the creditor the right to collect from the debtor's employer part of the pay.

The FTC hearings also are exploring whether installment contracts should be required to specifically say that debtors must be credited with the fair market value of any repossessed property. The frequent failure of finance companies to get full current market value when they sell a repossessed car is a long-standing consumer grievance.

Whenever credit reforms have been proposed in the past the finance companies invariably have protested that credit would no longer be available for many people, especially the poor.

The actual fact is that consumer credit has reached new highs every year despite the reforms already installed. Total outstanding installment credit currently is close to a record $200 billion compared to $100 billion in 1968 when the "Truth in Lending" and other credit reforms became effective.

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Added Purchasing Power:

Minimum Wage Increases Give Boost to Sputtering Economy

THE DRAGGING ECONOMY will get a big boost with the $9 billion added purchasing power that the nation's working poor will gain over the next four years from the new minimum wage law, AFL-CIO Assistant Legislative Director Kenneth Young said.

Stressing that the higher wages for the lowest-paid workers will be "high velocity dollars" that go quickly into the spending stream, Young pointed out that stepped-up demand for goods and services will boost business and create many new jobs. He said that the same kind of "solid, positive, economic benefits" have flowed from every minimum wage increase, despite claims of the Chamber of Commerce and other business groups seeking to keep wages low.

Young said that the Coalition for a Fair Minimum Wage, a group of 117 civil rights, union, religious, women's, consumer and youth organizations, deserves major credit for passage of the new law. He pointed out that the coalition solidly opposed the so-called youth subminimum because it was absolutely convinced that the effect of a cut-rate wage for young workers would mean "displacement of older workers."

It makes no sense to "deal with the problems of special groups by cutting back on wage rates," Young told reporters on Labor News Conference. He said the extension of such an idea would be "a subminimum for Vietnam veterans, whose unemployment rate is higher than black teenagers. . . . a subminimum wage for women, because of their unemployment problems."

The real answer to the serious problem of unemployment among teenagers, he said, is jobs programs that include training and a real chance "to move up, do better and have a real future." But, he asserted, those groups that fight for a subminimum wage "never call for . . . specific jobs programs." He said that the real incentive for employers who want to pay cut-rate wages isn't that they are growing and adding jobs, it is that they are "trying to cut labor costs," and that means laying off workers who are paid the regular minimum wage.

By Press Associates, Inc.

A FEW REPUTABLE scholars recently have been arguing that alcoholics may be able to resume moderate drinking without ill effects. The reaction among workers in the field of alcoholism—considered the nation's greatest killer after heart disease and cancer—was loud and indigant, but not very well publicized.

Recovered alcoholics, on an individual basis, were quick to emphasize that they knew of no cases of alcoholics returning to drinking without having further trouble. Alcoholics Anonymous, the most successful organization battling the disease, stayed out of the argument simply because it does not "wish to engage in any controversy."

The AFL-CIO Dept. of Community Services cautioned its community services representatives throughout the nation to continue to cooperate with groups that regard total abstinence from alcohol as the only effective treatment for the illness.

Most authorities estimate, conservatively, that there are at least nine million practicing alcoholics in the United States. Some authorities say that that figure should be doubled. Drinking problems are increasingly evident among teenagers, moving into the high school years and even lower.

Whatever the figure, there is no question that alcoholism affects million of Americans, their families, their jobs, their schooling, their personal relationships.

Alcohol is estimated by the National Safety Council to be involved in more than 50 percent of the traffic fatalities (about 50,000 annually) in the country. Reports from the Veterans Administration are replete with figures showing that large numbers of admissions to VA hospitals have alcoholic problems. Jail statistics likewise reveal alcohol-related problems.

THE LEADING AUTHORITY on the subject gently but firmly criticizes those who argue that alcoholics can be taught to drink again. He is Marvin A. Block, M.D., an expert in the field who was chairman of the Committee on Alcoholism of the American Medical Association in 1956 when that organization first designated alcoholism as a disease.

"I deplore," Dr. Block writes, "the attempt being made by apparently qualified scientists to develop a technique whereby the proved alcoholic can be taught to drink without slipping into further dependence."

Dr. Block charged that this effort "goes far to undermine the prime objectives of those of us who have worked in the field for many years." He deplored attempts to "elevate an addictive drug to a kind of sovereign social status so that certain of its victims may try to circumvent its deleterious effects."

The drinking of alcohol simply is not and should not be a "social necessity" in American society, Dr. Block argues. He noted that for several generations, "alcohol has led the sharp increase in drug abuse and dependence" in America.

Dr. Block says it is a "waste" of money—government and private—to search for some way to enable confirmed alcoholics to go on drinking.

"Would not such monies be far better spent," he asks, "on preventive education—or teaching our young people how to meet the problems of living and enjoy life without resorting to extraneous drugs, the most common of which is alcohol?"

He states that the "use of public money should be denied to any group working to establish alcohol as a social necessity."

"For persons who can drink without harm to themselves or others, there is no problem," Dr. Block writes. "For those who have experienced serious trouble as a result of their drinking, what can be more ridiculous than to insist on their learning how to use the drug, alcohol, all over again?"

ADDED PURCHASING POWER coming to millions of working poor from the new minimum wage law will be a big boost to the nation's sputtering economy, Kenneth Young, assistant legislative director of the AFL-CIO, said on Labor News Conference. Questioning Young, center, were Ann McFeatters of Scripps-Howard Newspapers and Robert Cooney of Press Associates, Inc. The program is broadcast weekly on Mutual radio.

Domestic Energy

7% Jobless 'Plateau' Persists for 7th Month

(Continued from Page 1)
percent, the AFL-CIO estimates.

The October rate, adjusted for seasonal fluctuations, was the same as in April. Unemployment crept downward to 6.9 percent in May, then bounced back to 7.1 percent in June. In July, the rate fell back to 6.9 percent but returned in August to 7.1 percent.

President Carter told a national news conference that he does not expect his economic stimulus program will begin to have a serious impact on joblessness before next year.

"It's a tedious, slow process," Carter said. Congress passed the Administration's $21 billion stimulus package aimed at lowering joblessness earlier this year, but Carter said that the full amount of authorized funds would not be pumped into the economy until next June.

The October report on joblessness showed that while the labor force rose by 234,000 to 98,102,000 over the month, the number of new jobs was only 135,000, putting total employment at 91,230,000. The difference in the rise in the labor force and the rise in total number of jobs pushed up the total number of out-of-work Americans.

Joblessness among blacks, rose eight-tenths of 1 percent to 13.9 percent in October. The rate for white workers, on the other hand, held at 6.1 percent for the fourth month in a row.

For black teenagers, joblessness last month rose a half percentage point to 37.9 percent. The rate for white teenagers, meanwhile, declined 1.1 percent to 14.8 percent.

"Over the past year, the black rate has shown no improvement, while joblessness for whites has declined by more than a percentage point," BLS pointed out.

The rate for adult men went up from 4.9 to 5.3 percent over the month. For adult women, there was a two-tenths of 1 percent decrease to 6.8 percent while the rate for full-time workers increased from 6.5 to 6.6 percent.

Total nonfarm payroll employment rose a modest 120,000 to 82.9 million in October, with virtually all of the net job growth in contract construction, services, finance, insurance, and real estate.

The average length of unemployment edged down to 13.8 weeks from 14.2 in September, but hard-core unemployment—joblessness of 27 weeks or more—rose. BLS said there were 946,000 long-term unemployed workers in October, compared to 926,000 in September.

New Hampshire Unions Set Legislative Goals

North Conway, N.H.—Needed improvements in workers' compensation and unemployment benefits were listed high on labor's legislative agenda at the New Hampshire AFL-CIO annual convention here.

The 209 delegates spelled out immediate goals for upgrading benefits and extending duration limits in both programs when the state legislature convenes—either in special session next year or in regular session in 1979.

The state labor federation is also developing strategy in anticipation of a new attack on the state labor laws as the result of the recent opening of a "right-to-work" operation in New Hampshire.

In 1975, anti-labor forces were soundly defeated in efforts to repeal the state's "Little Davis-Bacon Act" and institute a "right-to-work" law.

Thomas Pitarys, who has headed the state labor federation since 1956, was elected to a new two-year term as president. Also re-elected were Sec.-Treas. Saverio Giambalvo, Executive Vice President Raymond Moran and 12 vice presidents.

Six new vice presidents elected to the executive board are Gary Blanchette, Paperworkers; Leo LeClair, Machinists; Thomas Cavanaugh, International Brotherhood of Electrical Workers; James Anderson, State, County & Municipal Employees; Harry Hadaway, Carpenters, and Laurent Drouin, Steelworkers.

Major resolutions adopted at the three-day convention called for congressional action on full employment measures, labor law reform, social security financing and Hatch Act revisions.

Labor's Scorecard:

3 Key Senate Rollcalls on Social Security Financing

These Senate votes on the social security financing bill are shown in terms of the AFL-CIO's position; R—right; W—wrong; A—absent.

VOTE NO. 1, on Nov. 4, was the 59-28 passage of a labor-endorsed compromise that would ease restrictions on earnings of persons drawing social security benefits. Under present law, benefits of persons under 72 are reduced if they earn more than $3,000 a year. There is no restriction after 72. The House voted to end all earnings restrictions for persons aged 65, a costly change that would require higher social security payroll taxes. The Senate compromise would allow earnings up to $6,000 a year without a cut in benefits and lift all limits at age 70.

Voting right were 47 Democrats and 12 Republicans; 8 Democrats and 20 Republicans supported the House version and voted wrong.

VOTE NO. 2, on Nov. 3, kept in the Senate bill a labor-supported requirement that most employers be taxed on the full amount of their payroll, while keeping a ceiling on wages subject to the social security tax. The 50-40 vote rejected an attempt to limit the employer payment and raise the payroll tax rate instead.

Voting right were 43 Democrats and 7 Republicans; voting wrong were 13 Democrats and 27 Republicans.

VOTE NO. 3, on Nov. 4, was a variant of the same issue. This time, a lowered employer tax would be accompanied by raising the tax rate and the taxable wage base. The 41-41 tie was broken by Vice President Mondale, who cast a right vote against the amendment.

Voting right were 39 Democrats and 2 Republicans; voting wrong were 12 Democrats and 29 Republicans.

	1	2	3
ALABAMA			
Allen (D)	W	W	W
Sparkman (D)	R	R	R
ALASKA			
Gravel (D)	R	R	R
Stevens (R)	W	W	W
ARIZONA			
DeConcini (D)	A	R	A
Goldwater (R)	W	W	A
ARKANSAS			
Bumpers (D)	R	A	R
McClellan (D)	A	A	A
CALIFORNIA			
Cranston (D)	R	R	R
Hayakawa (R)	A	W	A
COLORADO			
Hart (D)	R	R	R
Haskell (D)	R	R	R
CONNECTICUT			
Ribicoff (D)	R	R	R
Weicker (R)	A	R	A
DELAWARE			
Biden (D)	R	R	R
Roth (R)	R	W	W
FLORIDA			
Chiles (D)	R	W	W
Stone (D)	W	W	W
GEORGIA			
Nunn (D)	R	W	A
Talmadge (D)	W	W	W
HAWAII			
Inouye (D)	R	A	W
Matsunaga (D)	R	R	R
IDAHO			
Church (D)	R	R	R
McClure (R)	W	W	W
ILLINOIS			
Stevenson (D)	R	R	R
Percy (R)	W	W	W
INDIANA			
Bayh (D)	R	R	R
Lugar (R)	W	W	W
IOWA			
Clark (D)	R	R	R
Culver (D)	R	A	R
KANSAS			
Dole (R)	W	W	W
Pearson (R)	A	A	A
KENTUCKY			
Ford (D)	R	R	R
Huddleston (D)	A	R	A

	1	2	3
LOUISIANA			
Johnston (D)	R	R	A
Long (D)	R	R	R
MAINE			
Hathaway (D)	A	R	A
Muskie (D)	A	A	A
MARYLAND			
Sarbanes (D)	R	R	R
Mathias (R)	R	W	W
MASSACHUSETTS			
Kennedy (D)	R	R	R
Brooke (R)	R	R	W
MICHIGAN			
Riegle (D)	R	R	R
Griffin (R)	W	A	W
MINNESOTA			
Anderson (D)	R	R	R
Humphrey (D)	A	A	R
MISSISSIPPI			
Eastland (D)	W	W	W
Stennis (D)	W	W	W
MISSOURI			
Eagleton (D)	R	R	R
Danforth (R)	W	W	W
MONTANA			
Melcher (D)	R	R	R
Metcalf (D)	R	R	R
NEBRASKA			
Zorinsky (D)	R	W	W
Curtis (R)	R	W	W
NEVADA			
Cannon (D)	R	R	A
Laxalt (R)	W	W	W
NEW HAMPSHIRE			
Durkin (D)	R	R	R
McIntyre (D)	R	R	R
NEW JERSEY			
Williams (D)	R	R	R
Case (R)	R	R	R
NEW MEXICO			
Domenici (R)	W	W	W
Schmitt (R)	A	A	A
NEW YORK			
Moynihan (D)	R	R	R
Javits (R)	R	R	W
NORTH CAROLINA			
Morgan (D)	W	W	W
Helms (R)	W	W	W
NORTH DAKOTA			
Burdick (D)	R	R	R
Young (R)	W	W	W

	1	2	3
OHIO			
Glenn (D)	R	W	W
Metzenbaum (D)	R	R	R
OKLAHOMA			
Bartlett (R)	W	W	W
Bellmon (R)	R	W	W
OREGON			
Hatfield (R)	R	W	W
Packwood (R)	W	R	W
PENNSYLVANIA			
Heinz (R)	R	R	W
Schweiker (R)	R	W	W
RHODE ISLAND			
Pell (D)	W	R	R
Chafee (R)	R	W	W
SOUTH CAROLINA			
Hollings (D)	R	R	W
Thurmond (R)	W	W	W
SOUTH DAKOTA			
Abourezk (D)	R	R	A
McGovern (D)	R	R	R
TENNESSEE			
Sasser (D)	A	W	A
Baker (R)	W	W	W
TEXAS			
Bentsen (D)	R	R	A
Tower (R)	W	W	W
UTAH			
Garn (R)	W	W	W
Hatch (R)	A	W	A
VERMONT			
Leahy (D)	R	R	R
Stafford (R)	R	R	R
VIRGINIA			
Byrd (D)	R	W	W
Scott (R)	A	A	A
WASHINGTON			
Jackson (D)	R	R	R
Magnuson (D)	R	R	R
WEST VIRGINIA			
Byrd (D)	R	W	R
Randolph (D)	W	R	R
WISCONSIN			
Nelson (D)	R	R	R
Proxmire (D)	R	R	R
WYOMING			
Hansen (R)	W	W	W
Wallop (R)	W	W	W

Proposals Outlined:

Joint Panel Explores Illegal Aliens Issue

(Continued from Page 1)

rized immigrants has important social, economic and legal implications for the United States," the panel stressed.

The group's recommendations parallel many of the proposals on illegal aliens spelled out earlier by President Carter and the AFL-CIO Executive Council.

The panel consists of eight management and eight labor members, including AFL-CIO President George Meany, Sec.-Treas. Lane Kirkland and four federation vice presidents. Former Labor Sec. John T. Dunlop is coordinator of the panel's activities.

"The problems associated with illegal aliens are extremely serious in the United States and they grow in severity with a continuing unfavorable economic picture and high unemployment in Latin American countries," the group observed in a statement. "Only a major and concerted effort can make inroads on a situation which has the potential to become persistently worse."

While noting that "we are a nation of immigrants" and that immigrants have contributed greatly to the progress of the nation, the panel said "we are also a nation of laws with a commitment to systems which enforce those laws fairly and effectively."

The group pointed out that illegal aliens have a serious impact on U.S. employment conditions and social welfare costs.

Employment of illegal aliens contributes to the deterioration of prevailing wages and working conditions in many industries, the panel noted, "and as a result of their illegal status, these aliens are subject to intimidation by unscrupulous employers, thus undermining existing laws."

The substandard wages that illegals are often paid, even if they are above the minimum wage, are substantially less than the amount paid citizens or legal aliens, the report said.

The report cited the difficulty in pinpointing the actual number of illegal aliens residing and holding down jobs in the United States.

While the Immigration & Naturalization Service estimates there are from 6 to 8 million illegals in the country, other estimates have ranged from 2 to 12 million.

"The basic issue is not how many illegal aliens there are," the panel said, "but how they can be dealt with on a fair and equitable basis—fair to them, fair to U.S. citizens and fair to others who seek legal admission to the U.S."

"Most importantly," the statement stressed, "the means must be found to check illegal entry, or to repeal the laws if they cannot be enforced."

The study noted that economic costs associated with the illegals, including welfare programs and the flow of funds to their home countries, have been estimated as high as $13 billion.

While legal immigration quotas have been reduced to 290,000 a year, the INS has stepped up enforcement efforts. As a result, the number of illegals apprehended has risen from 345,000 in 1970 to 878,000 in 1976.

As background for its report, the panel also made an analysis of legislative and administrative initiatives dealing with aliens, past and current U.S. immigration policies and laws, and the policies of 12 other countries on illegal aliens.

In its recommendation for a general identification system based on the social security number, the panel observed that while there could be dangers in such a requirement, such a card and number are already essential for most citizens to obtain a license to drive an auto, to hold a job and pay taxes. Two basic safeguards are needed with such a system, the panel said: that no person eligible under the law should be denied a card and that no card should ever be revoked.

Strict enforcement should be associated with the introduction of the identification system, the panel said.

"Employers who violate the law in hiring persons knowingly without such identification should be penalized," it stressed. "Repetitive violations should be treated severely."

In calling for a program of amnesty based on "the traditions and values of our country as a nation of immigrants," the report urged that special attention be given to dependents of illegals.

The panel also suggested that for the long-term solution to the illegal alien problem, added efforts are needed in neighboring countries to improve industrial and agricultural development.

Labor members of the panel, in addition to Meany and Kirkland, are AFL-CIO Vice Presidents Paul Hall, Martin J. Ward, Murray H. Finley and Lloyd McBride. President Douglas Fraser of the Auto Workers and President Frank E. Fitzsimmons of the Teamsters are also members.

Jobless Rate Holds At 8.3% in Canada

Ottawa — Canada's unemployment rate remained at 8.3 percent in October, unchanged from September, Statistics Canada reported.

The rate, reflecting 886,000 jobless workers, is the highest since the end of World War II, and marked the fifth consecutive month that unemployment has been at or above 8 percent.

VISITING DELEGATION of the Black Americans to Support Israel Committee (BASIC) stops at the John F. Kennedy memorial outside Jerusalem during a tour of Israel. The group also met with government officials, trade union leaders, educators and Israeli dignitaries. The delegation included AFL-CIO Vice President Frederick O'Neal; Bayard Rustin, president of the A. Philip Randolph Institute and director of BASIC; Director William E. Pollard of the AFL-CIO Dept. of Civil Rights; Lillian Roberts, associate director of State, County & Municipal Employees District Council 37; William Gary, assistant to the president of Electrical, Radio & Machine Workers; James Tatum of the Los Angeles AFL-CIO and Willie Rudd, a vice president of the Furniture Workers.

Wage Gains Average 7.8% in 1977 Pacts

First-year wage increases in major collective bargaining settlements thus far this year have averaged 7.8 percent, compared with 8.4 percent in 1976, the Bureau of Labor Statistics reported.

Measured over the full term of the agreements, pay raises negotiated in the first nine months of 1977 have averaged 5.8 percent annually, compared with 6.4 percent last year. The figures do not factor in possible cost-of-living increases.

The report is based on 737 contract settlements covering 1,000 or more workers each. Most of the 3.3 million workers involved are in the communications, construction, and steel industries.

So far this year, contracts with COL escalator clauses are providing larger first-year wage increases than those without COL protection, BLS noted. Some 2 million workers covered by escalators were granted first-year wage adjustments of 8.1 percent under pacts concluded in the first nine months of 1977, compared to average raises of 7.4 percent for the 1.3 million workers without escalator protection.

Just the reverse is true when the increases are averaged out over the life of the agreements, however. Contracts with COL clauses concluded during the first nine months of 1977 provide for annual wage-rate adjustments of 5 percent over the life of the pact, compared to 6.9 percent under contracts without escalators.

BLS noted that about 60 percent, or 5.8 million, of all workers covered by major agreements now have some type of COL protection. During the first nine months of 1977, the bureau added, escalators were introduced in 26 major contracts covering 74,100 workers and were dropped from 16 other agreements covering 55,300 employees.

As usual, manufacturing industry contracts provided larger first-year pay raises than non-manufacturing agreements. Some 1.3 million factory workers gained first-year raises of 8.5 percent under pacts concluded thus far this year, compared to wage boosts of 7.4 percent for some 2 million workers in the non-manufacturing sector.

On an over-term basis, however, non-manufacturing workers will receive larger flat increases than their manufacturing counterparts. Non-manufacturing workers will draw average annual raises of 5.9 percent over the life of pacts, compared to 5.5 percent for manufacturing workers.

Contracts negotiated during the first nine months of 1977 in the construction industry provide first-year raises of 6.5 percent for some 749,000 workers. On an over-term basis, construction workers will receive annual raises averaging 6.4 percent, BLS said.

In key contracts—those covering 5,000 or more workers—wage and benefit gains combined averaged 9.6 percent in the first year and 6.2 percent a year over the life of the pact, BLS reported. The figures compare with 8.5 and 6.6 percent, respectively, in 1976.

BLS also reported that contracts negotiated during the first nine months of 1977 had an average duration of 32.7 months, compared with 32.4 months when the same parties previously bargained.

In the final three months of 1977, an additional 171 major agreements covering 1.1 million workers are due to expire or permit reopening on wage provisions, the government said. Key agreements during the quarter are in the railroad and bituminous coal mining industries.

Some 750,000 workers are scheduled to receive deferred increases averaging 4.4 percent in the final three months of 1977. Another 2.5 million workers will be eligible for COL adjustments, primarily in the auto and steel industries.

Furniture Union Hits Picket Line Arrests

Dothan, Ala.—The Furniture Workers charged that local police roughed up and arrested two of their representatives as they were leading a picket line of striking employees around the Charles Manufacturing Co. plant here.

The furniture company's products—marketed under the name of Fox Manufacturing Co.—are the object of a nationwide boycott endorsed last summer by the AFL-CIO. Workers struck the firm on July 11 when they became convinced that the company would not bargain in good faith.

UFWA Sec.-Treas. Lowell Daily said that Barry Kennedy and Carl Holmes were jailed following their arrest on Nov. 1, and subsequently released as the union's attorneys stepped into their cases. Daily said the union would seek a federal investigation into possible civil rights violations.

The union gained representation rights for the workers in a National Labor Relations Board election in March. The vote for UFWA representation was 104 to 23. Negotiations have been held weekly but the union charges the company is engaging in "surface bargaining"—routinely meeting with the union without intending to reach a settlement.

The union charged that Dothan police also threatened to arrest other pickets on the line unless they dispersed. UFWA President Carl Scarbrough, castigating the company and the local police for their attempts to break the strike, declared:

"If they thought this would discourage the workers, they've made a big mistake. On the contrary, our people are more determined than ever. As soon as they learned of the arrests, they voted overwhelmingly to go right back on the picket line."

Mine Safety Agency Shifted To Labor Dept.

President Carter has signed into law a union-sought Mine Safety & Health Act that will strengthen safeguards for all types of mining operations and shift enforcement from the Interior Dept. to the Dept. of Labor.

In a statement hailing the "landmark step," Sec. of Labor Ray Marshall pledged to give major priority to make the transition a success and assure the effectiveness of the Mine Enforcement & Safety Administration, which will administer the law.

Previously, coal miners were covered by one safety law while a weaker law covered so-called "hard-rock" mining operations.

The new law carries over intact safety standards for various groups of miners and spells out procedures for setting new standards or making mandatory standards that are now merely advisory. It requires inspection of underground mines at least four times a year and more often for those known to have gas concentrations. Surface mines would have to be inspected at least twice a year.

The legislation was a major legislative goal of the Steelworkers, and was actively supported by other AFL-CIO unions with members in the mines and by the coal miners in the unaffiliated United Mine Workers.

Black Network Hit On Strike Claims

New York—Management of the National Black Network has misrepresented the issues in the month-long strike by the National Association of Broadcast Engineers, the union declared.

The strike by NABET Local 11 started Oct. 14 after 10 months of frustrating negotiations over wages and job security. The union is seeking wage increases ranging from 6 to 10 percent for audio technicians, engineers and anchorpersons. The union charged that current NBN wages and salaries are very sharply below the industry standards in New York City.

Local President Arthur Kent singled out a NBN press release declaring "union threatens to put black network out of business" as an example of management's biased attack on its employees and unions.

The AFL-CIO has directed its staff to reject any queries from network strikebreakers during the dispute.

House, Senate Versions Differ:

Social Security Bill Goes to Conference

(Continued from Page 1)

ratio. Their second try resulted in a 41-41 tie, which was broken by Vice President Mondale in his role as presiding officer of the Senate. He voted to keep the higher tax base for employers.

In fact, the actual cost to employers is only about half what it appears on the surface since the payroll tax is a deductible business expense. Workers, however, pay income taxes on the full amount of their wages without deduction for social security taxes.

Because public agencies and non-profit employers don't have any income tax savings from the higher payroll tax, the Senate approved a 10 percent cut in the social security taxes for these groups.

The Senate refused to go along with the House decision to phase out all income limitations on persons over 65 who draw social security benefits.

Present law allows a person to earn up to $3,000 a year before social security benefits begin to be reduced at the rate of $1 reduction for each $2 of excess earnings. At age 72, however, all limits are removed and full benefits are paid regardless of earnings.

The Senate bill would raise the earnings limitation to $4,500 next year and to $6,000 in 1979. The age at which all limitations are ended would drop to 70.

But the House bill would phase out all restrictions on earnings of persons 65 and older by 1982. It would cost the social security fund about $750 million a year more than the Senate version.

The Senate voted 59-28 for its version over the House-passed provision.

One labor-supported section of the House bill is not in the Senate version. It would guarantee that the social security reserves would not drop below safe levels—as might happen during periods of high unemployment. If the reserves dipped too low, the Treasury would automatically loan the money needed to replenish the funds, to be paid back through a temporary increase in the payroll tax.

That's the closest either body came in the direction of the Administration's proposal for a direct government contribution during recession periods. The Senate defeated such a plan and the House did not consider it.

Both the House and Senate bills would put the biggest payroll tax increase on persons with the largest incomes. But they would also benefit the most through higher retirement income and insurance protection, since these benefits are keyed to the wages on which social security taxes were paid.

The largest part of the increased taxes is already scheduled by law.

Thus a person earning $10,000 a year will pay $585 in social security taxes this year — an amount that under present law would gradually rise to $645 in 1986.

Both the House and Senate bills would bring the 1986 figure to $710.

A person earning $25,000 a year would have a bigger tax rise, part of which would be accounted for by the rise in the taxable wage base.

Thus for 1977, when the maximum subject to the social security tax is $16,500, the payroll tax will total $965.

As both the wage base and tax rate go up, this would rise under present law to $1,613 in 1986. The House and Senate bills would take the total tax to $1,775 that year.

Conferees on the bill are expected to be named Nov. 28, when Congress returns from a recess to consider final action on energy legislation. When agreement is reached, it must go before both the House and Senate for final adoption.

INTERNATIONAL ISSUES, focusing largely on relations between the United States and Israel, were discussed by former Israeli Prime Minister Golda Meir and AFL-CIO President George Meany. Joining in the discussions at the federation headquarters was Israeli Ambassador Simcha Dinitz.

House Puts Off Action On Extension of OPIC

The House put off final action on a labor-opposed bill that would have continued a government insurance program that protects overseas investments of U.S. companies against political risks such as takeovers by the host countries.

To the AFL-CIO, the government-established Overseas Private Investment Corp. (OPIC) has been an added inducement for U.S. firms to expand abroad at the expense of American jobs.

"OPIC has continued to insure foreign factories that make textiles, steel, auto parts, sheet glass, TV parts, garments, leather goods and other products," AFL-CIO Legislative Director Andrew J. Biemiller wrote House members.

Its insurance "encourages the expansion of industries abroad," he protested, "while American cities and towns are suffering high unemployment and lost tax bases from factory shutdowns."

A two-day House debate also highlighted charges that the bulk of the low-cost insurance has gone to a few giant companies.

The House adopted an amendment reserving at least 50 percent of the insurance for small business firms. But before the bill could come to a final vote, its sponsors pulled it off the House floor.

Unless Congress takes some action to extend the program, OPIC's authority will expire at the end of 1977.

Both the House and Senate have taken a recess until Nov. 28, when congressional leaders hope to have a House-Senate conference agreement on energy legislation to bring up for final passage.

Other major legislation which the House and Senate have passed in differing forms includes the social security financing bill and appropriations for the Labor Dept. and the Dept. of Health, Education & Welfare.

The Labor-HEW appropriations bill has been blocked since July in a dispute over language intended to prevent federal funds from being used under the Medicaid program to pay for abortions. The House has insisted on limiting exceptions to cases where it is necessary to save the woman's life; the Senate has been equally insistent on additional exceptions. Meanwhile, the second of a series of temporary funding resolutions has allowed the two government departments to keep operating through the end of November.

Carter Uses First Veto on Nuclear Bill

President Carter's first veto doesn't necessarily mean the shutdown of an experimental nuclear breeder reactor program at Clinch River, Tenn., even though that was the President's intention.

Carter vetoed an energy research bill because it authorized funds to continue work on the breeder reactor project—a test of the commercial feasibility of generating electricity from nuclear power through a process that uses plutonium as a fuel and as a byproduct actually yields more plutonium than it consumes.

But near final action by Congress, and almost certain to be sent to the President this year, is an appropriations bill that would be difficult to veto because it funds a large range of government projects. It includes $80 million for the Clinch River project with what amounts to a go-ahead directive to keep it going.

The President has expressed concern that the project would undercut his efforts to limit world plutonium production.

The AFL-CIO has taken a different view, noting that European nations are going ahead with similar projects and stressing that the United States can't turn its back on development of any new energy source—"be it coal, solar, geothermal or nuclear."

Teachers Ask No Split-off On Education

A separate Dept. of Education isn't needed and could impose new layers of red tape on federally aided programs, the American Federation of Teachers testified at Senate hearings.

AFT President Albert Shanker conceded that breaking up the Dept. of Health, Education & Welfare to carve out a new Cabinet department "has a surface appeal." Education could benefit from more leadership and prestige, he said.

But Shanker saw no reason to believe that a new Dept. of Education would mean more federal funds for education programs. Funding levels, he stressed, depend on public support, the attitude of the Administration in office and the decisions of Congress.

Shanker also expressed concern that separating education from related problems of health and welfare would result in a narrower approach.

A better approach, the AFT testified, would be to improve the federal administration of education programs and perhaps consolidate the now-separate positions of Assistant Secretary for Education and Commissioner of Education into one post at the undersecretary level.

Foreign Trade Deficit Compounds Inflation, Job Loss Problems

(Continued from Page 1)

and illegal dumping of imported products.

But Oswald devoted much of his testimony to another primary cause: foreign and U.S. government policies which encourage imports.

He noted that many foreign governments aid their own export industries through such devices as high tariffs on competing imports and indirectly by upholding low wage standards and non-unionization for the native workforce. In an increasing number of cases, private U.S. firms are forced to "compete" against government-subsidized or wholly owned export companies.

The U.S. government indirectly encourages imports in a variety of ways, Oswald said, including insurance for foreign—but not domestic — investment, loans funnelled through U.S.-supported agencies like the World Bank which offer lower interest payments than those available to domestic producers, duty-free import of about 2,700 different items, and a credit on U.S. tax returns for corporate taxes paid to foreign governments.

Oswald stressed that the growing trade deficits of the 1970s are not attributable to increased U.S. wage payments. Wages in this country have risen less rapidly than wages abroad through the period, he said, and as a result unit labor costs in manufacturing rose less rapidly for the United States than for its chief competitors in the developed world.

While Oswald emphasized that there are no "quick fix" solutions to the trade problem, he cited the AFL-CIO Executive Council's position on the issues of international trade and investment. He also told the subcommittee chaired by Rep. Charles A. Vanik (D-Ohio) the issue will be taken up at the federation's convention later this year.

The council's statement, adopted last February, includes calls for removal of the tax loopholes and investment incentives for corporations to locate abroad. It also favors abolition of duty-free imports provided for in the Trade Act of 1974 and an end to U.S. trade zones where imports enter the country at reduced or no tariff.

In addition to legislation, Oswald said, President Carter could take steps through negotiation and various executive prerogatives to "act decisively now" to save particularly threatened industries.

He warned the subcommittee that a mere trade surplus should not be the goal of international trade policy. Severe recessions, such as the economic downturn of 1974-75, can produce a balance of payments surplus, he pointed out, but at great cost in terms of employment and growth.

NLRA Rights Endorsed for Staff Doctors

The Service Employees urged Congress to extend National Labor Relations Act protection to hospital interns and resident physicians.

Rep. Frank Thompson, Jr. (D-N.J.) has introduced such a bill in the House and a companion measure has been co-sponsored in the Senate by Alan Cranston (D-Calif.) and Donald W. Riegle, Jr. (D-Mich.).

SEIU President George Hardy and Dr. Joseph Sargent, president of the SEIU-affiliated National Conference of Physicians Unions, said the legislation is needed to overcome recent court decisions denying coverage to interns and residents. The courts held that these groups were students, rather than employees entitled to protection of their right to organize and bargain collectively.

Ex-Labor Educator Thomas Cosgrove Dies

Thomas J. Cosgrove, information director of the Labor-Management Services Administration of the Dept. of Labor, died Nov. 5 after a heart attack. He was 52.

Before entering the federal service in 1965, Cosgrove was education director of the Textile Workers Union of America in the 1950s, director of an experimental labor education program at the University of Chicago, and education director for the State, County & Municipal Employees.

Correspondence about address corrections should be sent with attached mailing label to: AFL-CIO Subscriptions, Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

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Carter Commits Country To Full Employment Goal

Soviets Stop Letters to Dissidents

Belgrade, Yugoslavia — The United States, seeking to determine what has happened to the AFL-CIO's two-month-old invitation to famed human rights leader Andrei Sakharov and five other Soviet dissidents to attend the federation's Los Angeles convention next month, strongly intimated that the Soviet Union has deliberately withheld mail delivery from the Nobel laureate.

The invitations from AFL-CIO President George Meany were sent from Washington to Sakharov and the other invitees in early October through the ordinary mail, said Sol C. Chaikin, president of the Ladies' Garment Workers and a member of the U.S. delegation to the Belgrade review conference on the 1975 Helsinki security and cooperation agreement, "but what has transpired since then is a mystery."

The AFL-CIO is aware that none of the invitations has been received and that the American embassy in Moscow has had no reply to its note to the Soviet government supporting the AFL-CIO invitation.

Failure to deliver the invitations "appears to be a clearcut violation of the 'freedom of transit' guarantees of the Universal Postal Convention and thus a failure to honor the Helsinki agreement, said Chaikin, an AFL-CIO vice president.

"If this is so, and it certainly appears to be, then the obvious result will be for many millions of Americans to conclude that our unilateral change in visa policy has failed to persuade the Soviet authorities to ameliorate theirs," Chaikin said in a Nov. 15 statement.

"This could only, in many minds in our own country, cast doubt upon our own efforts to go to great lengths to perfect compliance with the Final Act."

Since the United States, the USSR and 33 other nations signed the Helsinki pact, or Final Act as it is called, the Carter Administration has sought to bring U.S. policies and practices fully into conformity with the 1975 agreement. Congress this year enacted legislation to facilitate the issuance of visas to members of communist trade unions, Chaikin noted.

"This legislation . . . has not been universally popular among all of us in the United States, but it is now the law of the land, a solemn obligation of my government, and it is honored," Chaikin said. "I regret to say, however, that on the other hand some of the obligations incurred by the Soviet Union in sub-

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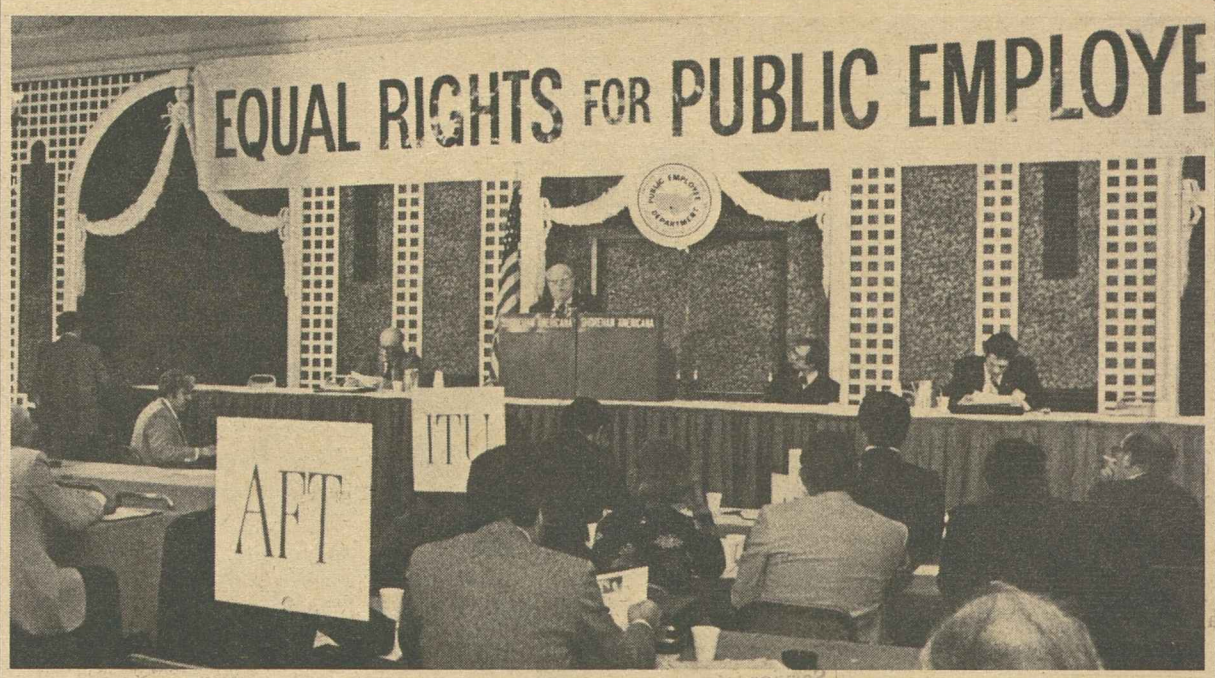

COLLECTIVE BARGAINING and other rights enjoyed by workers in private industry were the major goal of the AFL-CIO Public Employee Dept.'s third convention in Washington. PED President William H. McClennan called on the 110 delegates to counter well-financed conservative campaigns against equal rights for public employees.

Meany Calls Bill Vital First Step

By David L. Perlman

The AFL-CIO welcomed President Carter's commitment to the full employment goals of a new Humphrey - Hawkins bill and stressed the importance of following through with the job-creating programs that will be needed to make the bill's promise a reality.

A national commitment to full employment, embodied in the Humphrey-Hawkins bill, is a vital "first step" towards putting America back to work, AFL-CIO President George Meany said. But a commitment that exists only on paper "would be meaningless."

The bill's chief sponsors, Sen. Hubert H. Humphrey (D-Minn.) and Rep. Augustus F. Hawkins (D-Calif.), said the legislation endorsed by the President after extensive negotiations with the coalition supporting the bill "maintains all of the essential elements" of the earlier version.

It would establish "as a national goal" the opportunity for "useful paid employment at fair rates of compensation" for everyone who is able to work and who wants to work.

As "an interim step" to full employment, the bill would set a goal of reducing the overall unemployment rate to 4 percent of the nation's workforce within five years after its enactment. The goal would be to bring the unemployment rate for adults aged 20 and over to 3 percent in the same period.

"This is an ambitious objective and one that may prove very difficult to achieve," Carter said, "but

(Continued on Page 3)

Law Reforms Seen Meeting Public Role

The labor law reform bill awaiting Senate action is in the public interest and "long overdue," a Southern Methodist University law professor said.

Prof. Charles Morris, an authority on the National Labor Relations Act, was one of three panelists on a program in Washington, D.C., sponsored by Cornell University's School of Industrial & Labor Relations. The others were National Association of Manufacturers President R. Heath Larry and Thomas R. Donahue, executive assistant to AFL-CIO President George Meany.

Donahue chided employer associations for blind opposition to the

(Continued on Page 6)

At Department Convention:

Bargaining Pressed For Public Workers

By James Kaplan

The AFL-CIO Public Employee Dept.'s third convention stressed the need to secure extension of collective bargaining rights to government workers at the federal, state and local level.

AFL-CIO President George Meany sounded the convention's key theme, calling on the delegates to battle against a "two-level, two-class system in which the workers in private industry are free and the workers who keep society functioning are not."

"Somehow or other for reasons that escape me," Meany said, "too many Americans think that public employees are different—they are not like other workers. They have to be treated differently—and that usually means 'don't treat them as well.' "

The convention, representing 29 affiliated unions with almost 1.6 million members, passed resolutions giving strong backing to legislation currently before Congress that would give public employees at all levels the collective bargaining rights granted workers under the National Labor Relations Act.

PED President William H. McClennan made clear another theme of the two-day Washington meeting by warning the delegates of well-funded and growing right-wing campaigns against public employees' union rights.

In his keynote address, McClennan said "our unions are fighting for their very survival" and added that public manager associations are "strangling you at the bargaining table, and trying to bleed you dry through the court system."

But McClennan observed that the financial and rhetorical power of the anti-public employee campaigns did not disturb him. "What does concern me is weakness, lack of unity, among ourselves," he said, but added that "your presence here reflects the willingness of public employee unions to set aside differences, compromise on positions, and seek higher goals for the

(Continued on Page 8)

National Council of Churches Votes Support for J. P. Stevens Boycott

New York—The National Council of Churches of Christ in the U.S.A., representing 30 Protestant denominations with a following of some 40 million church members, threw its full support behind labor's boycott of J. P. Stevens products.

Citing the giant textile firm's 14-year history of illegally thwarting lawful union organizing efforts through "exploitation, discrimination or other anti-social behavior," the council's governing board adopted a resolution calling for support of the boycott as "the only remaining means to force the company to behave legally and morally within any reasonable length of time."

The resolution, passed at the final session of the board's three-day semiannual meeting, noted that the Clothing & Textile Workers union had pursued all legal avenues of recourse in safeguarding the rights of Stevens workers, yet the company continued to harass, intimidate, and discriminate against its workers.

Therefore, the resolution declared, the council "and its several units will refrain from purchasing any goods produced by J. P. Stevens until the boycott is lifted." ACTWU mounted its national boycott of Stevens goods in June 1976, urging all union members and the general public to refrain from purchasing the company's products.

Stevens, which manufacturers fabric, towels, bedsheets among other consumer goods, has been found guilty of massive violations of the National Labor Relations Act in 13 cases. The decisions were upheld in eight instances by a federal appeals court and three times by the U.S. Supreme Court.

The National Council of Churches resolution also pledged "to work diligently for the passage of national legislation which will expedite the administration of the NLRA and greatly strengthen" its provisions. The resolution was concurred in by an overwhelming majority of the board's 130 voting members.

(Continued on Page 2)

Ban Sought On 'Lie Tests' For Workers

A bill that would bar the use of so-called lie detectors by employers won the enthusiastic endorsement of the Retail Clerks at Senate hearings.

The bill is sponsored by Sen. Birch Bayh (D-Ind.), and is in line with a recommendation by the Federal Privacy Protection Study Commission. It would limit the use of polygraph devices to law enforcement agencies and provide both criminal and civil penalties for employers who violate the ban.

Walter L. Davis, who testified for the Retail Clerks, termed polygraphs and comparable devices such as the new Psychological

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JAPANESE TEXTILE AND APPAREL workers will step up their support of the international boycott of J. P. Stevens products, President Tadanobu Usami of Zensen Domei declared at a news conference following a meeting of Japanese and American textile and clothing union leaders in Washington. With Usami, from the left, are Wilbur Daniels, executive vice president of the Ladies' Garment Workers; ILGWU Sec.-Treas. Shelley Appleton; President Murray H. Finley of the Clothing & Textile Workers; ACTWU Sec.-Treas. Jacob Sheinkman, and Sol Stetin, ACTWU senior executive vice president.

U.S., Japanese Textile Unions Join In Appeal for Strict Trade Rules

By James M. Shevis

Japanese and American textile and apparel workers' unions, faced with much the same problems growing from low-cost imports, appealed to their governments for stricter trade regulations to prevent a further spate of job losses in the industry.

The Japanese unions also pledged to step up their activities in support of the international consumer boycott of J. P. Stevens & Co. products launched 18 months ago by the Clothing & Textile Workers.

At a joint Washington press conference following their two-day meeting to discuss a variety of mutual problems, leaders of ACTWU and the Ladies' Garment Workers joined the Japanese labor delegation in a statement outlining goals to protect their members.

Tadanobu Usami, president of Zensen Domei, the half-million member Japanese federation of textile and garment workers, told the news conference his organization has "strongly protested" Stevens's treatment of U.S. workers with Chuo Bussam, the trading company in Japan that distributes Stevens products, and the company has agreed not to handle Stevens goods.

Usami told reporters that Zensen also has backed a measure in the Japanese House of Representatives urging a ban on the importation of Stevens products, and has asked Japan's department store employees' trade union for help in expanding the boycott. The Clothing & Textile Workers union launched the boycott in June 1976 to protest Stevens's anti-union stance.

In a statement on the trade issue, the three unions urged their respective governments to conclude trade agreements designed to assist the apparel industry in Japan and the United States.

"It is essential to regulate imports that have displaced many workers in this very industry both in Japan and the United States," the statement observed. "To establish orderly trade in textiles and apparel, it is essential to assure that the Multifiber Textile Arrangement, due to expire at the end of 1977, be made more effective.

"The MFA should be extended and concrete steps must be taken to strengthen it." The MFA allows textile and apparel imports to rise at a 6 percent annual growth rate. The U.S. domestic apparel industry is growing at a slower rate due to the flood of foreign imports, however, and American unions want the permissible MFA growth levels brought into line with domestic growth. U.S. trade negotiators are now in Geneva discussing the renewal of the existing MFA.

ACTWU President Murray H. Finley described the joint appeal for trade regulations as "an unusual and heartening example of international solidarity of the world's free trade unions."

Asked why the Japanese and American unions were teaming up for trade regulation, Finley noted a growing "commonality of interests" among textile and apparel workers in the two countries. Japanese and U.S. unions have brought workers better wages and benefits, with the result that Japanese manufacturers —as in the United States—have fled to low-wage countries to reduce costs, he said.

"Now, the Japanese textile-apparel industry is facing problems identical to those we have: unemployment, economic sluggishness, and displacement of workers," Finley observed.

Imports currently account for about 30 percent of the American textile-apparel market and about 12 percent of textile and clothing sales in Japan. Most of the low-cost items entering the United States come from Korea, Hong Kong, and Taiwan. Japan's imports flow mainly from Red China, Italy, Hong Kong, Korea, and the United States.

ILGWU Sec.-Treas. Shelley Appleton told reporters the unity of agreement marked "the first instance where major unions in this country and their Japanese counterparts have come forward with a common policy toward trade."

ACTWU Sec.-Treas. Jacob Sheinkman, commenting on Zensen's pledge to expand the Stevens boycott in Japan, said the action sprang from a September meeting of representatives of various international labor groups convened in Washington by the AFL-CIO to coordinate the fight against the textile company on a worldwide basis.

"This is the first step where we've gotten complete help," as pledged at that meeting, Sheinkman said. At the September conference, labor leaders from Canada, Mexico, France, Australia, and New Zealand joined Japanese unionists in pledging assistance and encouragement to ACTWU in its struggle to win economic justice for Stevens workers.

Spanish Communist Scorns Yale Strike

New Haven, Conn.—The head of Spain's Communist Party crossed the picket line set by 1,400 striking employes of Yale University to keep a speaking engagement and later told reporters that the American labor movement is too conservative.

Santiago Carrillo, secretary-general of the Communist Party of Spain, was told in advance of the strike by members of the Hotel & Restaurant Employees, now in its seventh week. Vincent Sirabella, president of the striking local, sent a telegram to Carillo asking him not to cross the union lines.

When Carillo, who received a $2,000 fee from the university, nevertheless crossed the picket line, Sirabella denounced the action as "the most heinous act a supposed defender of labor could commit." He noted that such prominent invited speakers as former Israeli Prime Minister Golda Meir, Labor Sec. Ray Marshall and Sen. George McGovern have refused to go through the line.

Antitrust, Civil Rights Abuses:

Conspiracy Charged In J. P. Stevens Plan

The Clothing & Textile Workers Union has brought a far-reaching suit in federal court against J. P. Stevens & Co., designed to break what the union says is a conspiracy by the firm and its allies to stop union organizing in the South.

The suit, filed in New York federal district court, charges that Stevens and numerous co-conspirators have together sought to prevent the union from carrying out its legally sanctioned business —the organization and representation of workers in the clothing and textile industry.

The union's court action accuses the firm of violating national antitrust laws—the Clayton and Sherman Acts—and civil rights laws.

The unspecified co-conspirators cited in the union's action include local chambers of commerce, trade associations, other textile firms, financial institutions, and public officials.

The union announced its action at a Washington press conference called by AFL-CIO President George Meany, who introduced Clothing & Textile Workers President Murray H. Finley, Sec.-Treas. Jacob Sheinkman and Senior Executive Vice President Sol Stetin.

At the same time the union announced another action aimed at Stevens and directly involving a rural North Carolina chamber of commerce and several local government officials the union claims used public funds to battle textile organizing efforts.

That suit, filed by a group of plaintiffs led by ACTWU and several of its members, charges local officials and the Laurinburg-Scotland County, N.C., Chamber of Commerce with using tax revenues to finance an illegal campaign against the union.

The action in North Carolina state court also charges that the chamber used the funds "to create a climate in which a union-oriented or high wage employer would be discouraged from locating in Scotland County."

The suit asks, along with damages, that the public funds be enjoined from use in various anti-union activities charged to the local chamber of commerce.

ACTWU's federal court action charges Stevens and its co-conspirators with:

- Fixing and limiting wages and other worker benefits.
- Unlawful firing of workers who are active in the union and the violation of national labor laws in many other ways.
- Blacklisting workers and the friends and relatives of workers who support the union.
- Inciting racial discord through local campaigns.
- Inducing government officials, banks and other credit institutions, and businessmen to discriminate against union members, their friends and relatives.
- Working with chambers of commerce and other private and government organizations to prevent industrial development involving firms which are unionized.

The Clothing & Textile Workers statement alleges "a conspiracy involving J. P. Stevens and a broad spectrum of private governmental organizations that comprise an established power structure that is adamantly opposed to the rights of American workers and their unions."

Meany, opening the news conference, said the union is "doing everything a union can do, legitimately and legally, to secure justice for the Stevens workers," and added that "the Amalgamated is not just sitting around waiting for legislative action."

The federal suit seeks damages and court costs and asks that Stevens and its co-conspirators be prevented from interfering with the rights of the union and its members.

Boycott Wins Support Of Council of Churches

(Continued from Page 1)

The council's decision was based on two areas of intensive inquiry into Stevens's relations with its workers. One was a forum conducted on the eve of the governing board's vote at which representatives of both Stevens and ACTWU were given full opportunity to air their cases and to answer questions from the floor. The other was a far-reaching 21-page report issued by a special NCCC committee following months of independent research and interviews with company and union spokesmen.

The council's own non-partisan study, reflected in the resolution, said in part:

"The remedies of the judicial system (under the NLRA) are ineffective. . . . J. P. Stevens has escalated this dispute into a major question of social justice for American society because it has refused to follow the normal legal procedures our nation has developed to produce approximate justice between workers and management.

"This has now become a test of whether J. P. Stevens can continue to violate with impunity the American system of labor-management relations. The remedies of the judicial system are ineffective (and) with the record clear that J. P. Stevens will go to almost any length to defeat the union, what can be done to force the company to obey the laws of this country? Only the boycott is left."

SOUTH AFRICAN trade union issues are discussed by AFL-CIO President George Meany and Drake Koka, secretary general of the Black Allied Workers' Union of South Africa, during a visit to Washington. Koka, who had been arrested and imprisoned for his trade union activities, is now in exile in Botswana.

Meany Hails Vital First Step:

Carter Commits Country To Full Employment Goal

(Continued from Page 1)

setting our sights high challenges us to do our best."

The national unemployment rate, calculated by the Bureau of Labor Statistics, has been stalled at close to 7 percent since last spring after a painstakingly slow recovery from the worst of the recession.

Unemployment has been above 4 percent since January 1970, when the rate was 3.9 percent.

Under the new Humphrey-Hawkins bill, the President would be required in his annual Economic Report to Congress to set a two-part timetable containing short-term and medium-term goals for reducing unemployment, increasing economic growth and maintaining "reasonable" price stability.

He would be directed also to set forth the programs and policies the Administration considers necessary to achieve those goals. But it would be up to Congress to act on the President's proposals or to adopt other measures.

The short-term targets would be for a two-year period, the year in which the Economic Report is submitted and the following year. It would require more specific data than the accompanying projection for the remainder of the five-year plan.

If by the third year after enactment of the bill, the President considers the twin targets of under 4 percent unemployment and price stability unattainable, he may recommend to Congress a modification or stretchout of the timetable.

The bill requires the Federal Reserve Board to submit to Congress each year "an independent statement setting forth its intended policies for the year ahead and their relationship to the short-term goals" listed in the President's Economic Report. After getting the Federal Reserve's statement, "Congress shall then take such action as it finds necessary to insure closer conformity" to the goals of the full employment law.

The bill recognizes that overall economic stimulus may not be adequate to meet the employment goals and invites the President to consider an assortment of programs that have been tested in the recessions of recent years.

These include counter-cyclical public service employment, regional programs aimed at helping economically depressed areas, youth employment and training programs.

As an employer-of-last-resort concept, it suggests what the bill terms "reservoir" jobs in the public service, either through expansion of existing Comprehensive Employment & Training Act (CETA) programs or through new programs.

But it specifies that any new public service jobs would require both an official finding by the President that all other means of reaching the unemployment goals of the bill are insufficient and legislation passed by Congress to authorize additional programs.

The earlier bill, which won House committee approval last year, set a four-year timetable for a 3 percent adult unemployment rate—one year less than the present bill contemplates.

It also contained somewhat stronger language directing the President to submit to Congress within 90 days a proposal for permanent countercyclical public jobs legislation, to be triggered in when unemployment rises and phased out as the economy improves.

The full employment goals of the Humphrey-Hawkins bill had been endorsed by the Democratic National Convention last year and, in general terms, by Carter during the presidential campaign.

Last June, the two congressional sponsors and 32 national organizations including the AFL-CIO joined in urging Carter to make the bill part of his program for Congress.

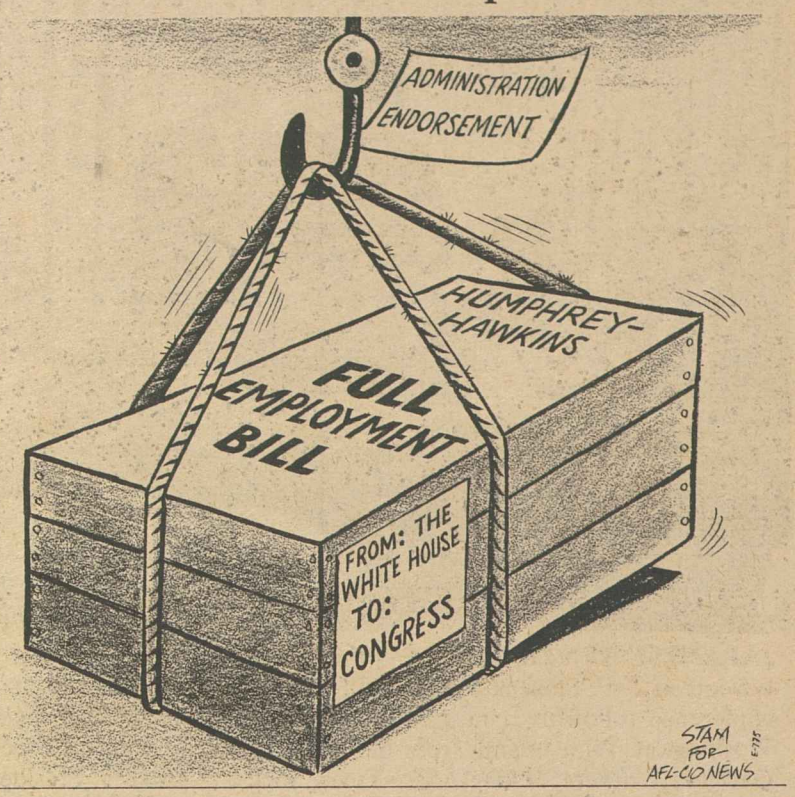
The full employment coalition said it was "open-minded to any constructive improvements of the bill the President may suggest."

Predictably, the Chamber of Commerce attacked Carter's endorsement and charged that the bill's unemployment goal would be "unattainable without causing double-digit inflation."

Humphrey said the legislation that Carter endorsed is not a "miracle cure" for an ailing economy.

Nevertheless, he said, "I am convinced that the principles, commitments, policies and processes that it contains will help immeasurably in moving our nation toward a new era of full employment, vigorous economic growth and relatively stable prices."

A First Step



J. P. McCurdy, Garment Union Leader Dies

Baltimore—Joseph P. McCurdy, Sr., president of the United Garment Workers for 33 years until his retirement in 1975, died in his sleep Nov. 12 at Deaton Medical Center here. He was 85.

McCurdy, who went to work at the age of 12 in a Baltimore clothing factory, began his trade union career in 1910 as business representative for Garment Workers Local 15 when he was 18 years old.

McCurdy later became an international representative and was appointed assistant to the president of the union in 1941. He was elected president in 1942 and continued to head the union until 1975 when he retired and was made president-emeritus. McCurdy also served as president of the Baltimore Federation of Labor from 1933 to 1942 and headed the Maryland State-District of Columbia Federation of Labor in the 1940s.

In a message of sympathy to his widow, Genevieve, AFL-CIO President George Meany said that McCurdy "served his fellow union members with devotion and dedication throughout his lifetime."

Steel Union's Election Upheld by Labor Dept.

Pittsburgh—The Labor Dept.'s decision not to require a rerun of the Steelworkers election confirms the commitment of the USWA to "conduct honest and democratic elections that accurately reflect the wishes of the membership," USWA President Lloyd McBride said.

After a five-month investigation covering 712 USWA locals, the Labor Dept. said it found no evidence of Landrum-Griffin Act irregularities that would have affected the outcome of the election.

The investigation stemmed from charges filed by Edward Sadlowski, whom McBride had defeated by about 80,000 votes of the nearly 600,000 cast by USWA members in the United States and Canada.

McBride pointed out that the Canadian Labor Dept. also had concluded there was no "fraud, corruption, malversation or even bad intent" in the conduct of the USWA election in Canada.

"It is unfortunate that so much time and expense—thousands of union manhours and over a quarter of a million dollars—had to be devoted to a reaffirmation of the honesty of our elections," McBride said. He said the money could have been better used to promote the interests of the union's members.

"While the results of the investigation are a testament to our union's commitment to democracy," he added, "they cannot fully repair the damage done to the Steelworkers' reputation as a decent and democratic union by a smear campaign against the union in the media by the challenger's attorney."

McBride also assailed the attempts by Sadlowski to overturn the election in the courts at the additional expenses of union funds.

Fanning Confirmed For 5th NLRB Term

The Senate confirmed the nomination of Chairman John H. Fanning for a fifth five-year term as a member of the National Labor Relations Board.

Fanning, a Democrat, was named NLRB chairman by President Carter last April.

Capitol Punishment:

Testimony on a Matter of Certain Import

The following column appeared Nov. 15 in newspapers carrying Art Buchwald's column and is reprinted with his permission.

By Art Buchwald

RANDOLPH HABERMEYER, chief lobbyist for the American Hot and Cold Steel Company, was awakened by his Swiss-made computer alarm clock. He got up and turned on his Sony television set to hear the news. He showered and shaved with the new electric razor his wife bought which said Made in Germany.

He then started dressing. Since he was going to testify in front of a congressional committee he selected his suit carefully, deciding on an imported Pierre Cardin pinstripe. He also chose a conservative silk tie that came from Thailand. Finally he put on his Italian-made Gucci shoes. He filled his Paris-made Hermes briefcase with all the papers he would need for his testimony.

It was raining out so he grabbed his trench coat. It was his favorite coat, and he was amazed that the Spanish, of all people, could manufacture trench coats at a third the price of the American ones.

Habermeyer kissed his wife goodbye and got into his Mercedes-Benz to drive from Potomac to the Capitol. In the Mercedes, he had a phone, which had been made in Taiwan, and he called his office to dictate several messages to his secretary on a German-made Grundig machine. He also had a pocket-size Dutch-made Philips recorder in the car to remind him of things he wanted to do the next day.

Suddenly he looked at his gas gauge and realized he was short of gas. He stopped at a BP (British Petroleum) station and filled the tank.

Habermeyer was listening to his radio as he drove along. They were advertising a new "Star Wars" rocketship from Hong Kong. He made a note to buy one for his son for Christmas.

THE NEXT COMMERCIAL was for a French Cuisinart blender. Habermeyer decided to get one for his wife because she had said they were still the best on the market.

As he went driving along he realized he had time to buy some cigars. Since Cuban ones were still not on the market, he favored the ones made in the Canary Islands.

The clerk was pushing a new cigar that had been manufactured in the Philippines, but Habermeyer said he'd stick with his Flamencos. He also bought a throwaway lighter made in South Korea. Then he got back into his Mercedes and drove up to the Hill.

Before going to the committee room to testify he dropped off to see a congressman friend and gave him a box of Swiss chocolates that one of the people from the company had brought back on a recent trip. The lobbyist knew the congressman had a sweet tooth, and he couldn't think of a better gift to give him.

FINALLY HABERMEYER went to the committee room to testify. He was the second witness. He sat at the table, took out his prepared statement and began to read:

"On behalf of the American Hot and Cold Steel Company, as well as all American steel companies, I am raising my voice in angry protest over the flagrant dumping of foreign steel in this country. Mr. Chairman, this committee must decide whether we will permit the importation of foreign steel at the price of sacrificing American jobs and doing mortal damage to the American economy.

"The time has come for us to say, 'Enough is enough.' We cannot survive when we have to compete with the labor costs of other nations. It is your patriotic duty to see that the United States is protected from the flooding of foreign imports which I as an American citizen, find despicable. . . ."

Habermeyer took 30 minutes to read his statement and then looked at his Japanese Seiko watch and realized his time was up.

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The Public Interest

TOO MANY AMERICANS think that public employees are different—they are not like other workers. They have to be treated differently—and that usually means "don't treat them as well."

Men and women who work for government have exactly the same needs and desires and aspirations as do workers in private employment. They have families to feed and house and clothe. They have kids to educate, mortgages to pay off, bills to be met. They work for a living—just exactly as other workers do.

Public employees have a long and honorable record of service to their fellow citizens. But that doesn't mean they are "servants." That doesn't mean they are second-class citizens. That doesn't mean they have to accept decisions of elected policymakers without complaint and without comment when they know those decisions are wrong or unfair or oppressive.

For generations, in America, public employees acted like "public servants." They were content to leave their own affairs—their wages and working conditions—in the hands of the electorate and the elected, in the hope that a public-spirited citizenry would recognize the worth and the value of public service and reward it accordingly. It just didn't work.

It didn't work when private employers tried to impose that point of view on their own employees. It's only a hundred years or so since coal miners and railroad workers were told that their interests would be protected "not by labor agitators but by the Christian gentlemen whom God, in his infinite wisdom, has appointed to control the property interests of the nation."

Nobody dares to say that kind of thing any more to miners or railroaders or steelworkers or airline pilots. But public employees—in the eyes of some—are still expected to believe that their bosses, elected to protect the public interests, should rule by divine right and without the restraints imposed by collective bargaining, grievance procedures or contracts.

That's a delusion, and old delusions die hard. This delusion is enshrined in hundreds of state and local ordinances and ratified by the exclusion of public employees from the protection of the National Labor Relations Act.

That means you have a tough job ahead and, as you pursue that task, you are going to be attacked and vilified and some are going to try to put you out of business.

MY ADVICE is to ignore the critics, to do what you have to do to pursue the legitimate goals of your members and to remember this: Every attack on you is similar to the attacks made on the unions of workers in private industry for the last century.

Public officials, who persist in seeking oppressive legislation and anti-strike injunctions, must learn that all American workers are going to stand up for their legal and human rights, no matter how tough the fight.

I say to these public officials, you must learn that collective bargaining is the best, most effective method for achieving democracy in the workplace—whether it be city hall or a steel mill. Collective bargaining is the way to resolve disputes, to achieve harmonious working relationships, to serve the public interest best.

—From an address by AFL-CIO President George Meany to the AFL-CIO Public Employee Dept. convention in Washington.

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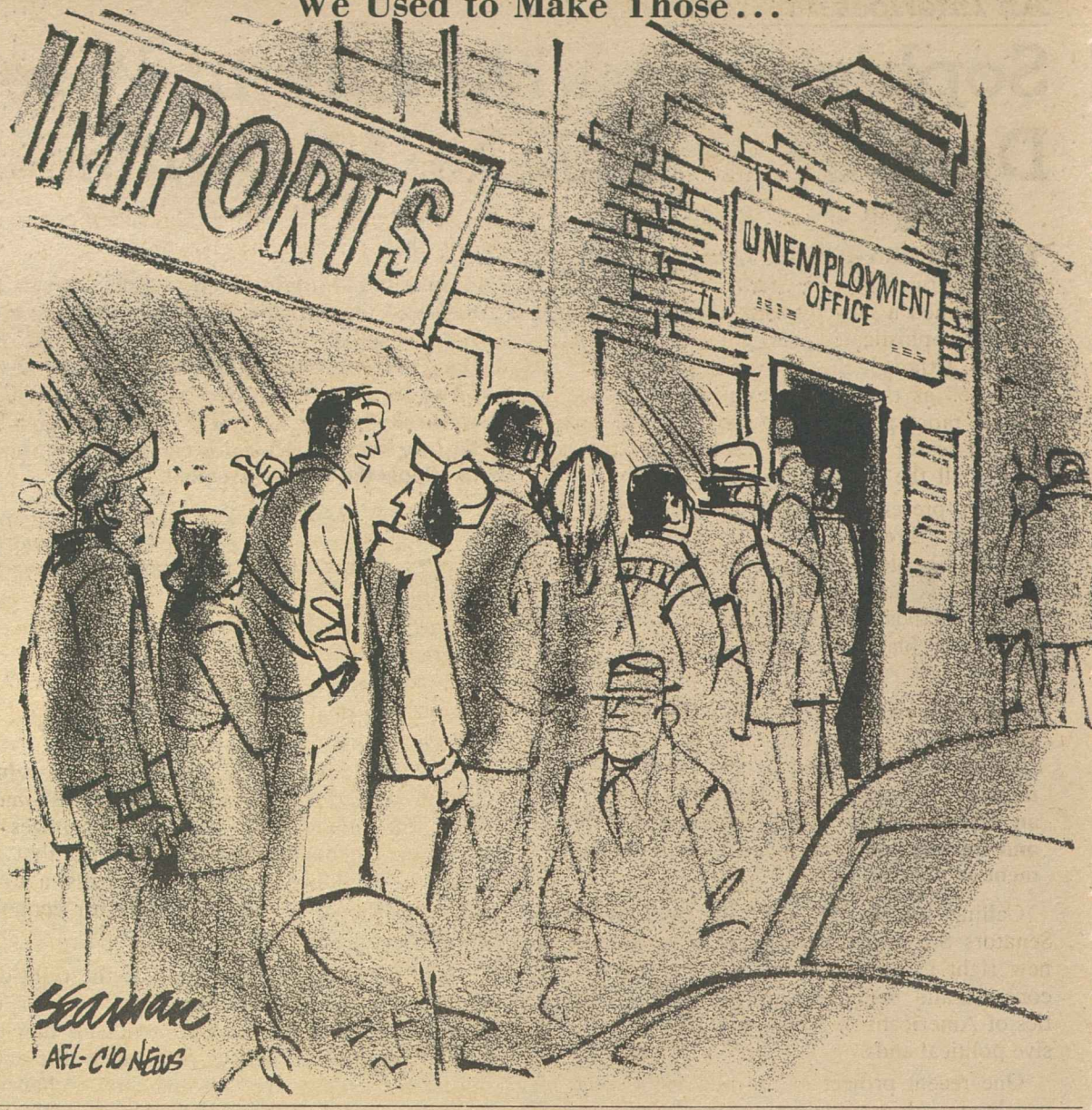

Another Gimmick:

Subsidized Wages No Solution To High Joblessness for Youth

By Gus Tyler

ALL SORTS of sweet selling ideas are popping up on how to find employment for young people. But, however well-intentioned, many hurt more than they help.

One of them, pushed vigorously before the Congress, was to rewrite the federal minimum wage law so that young people would be at a second and lower level than adults.

What would the effect have been? In a highly informative piece in a most unusual publication titled RF Illustrated (Rockefeller Foundation), Harvard economist Lester Thurow points to the perils of a youth subminimum wage: "If a lesser minimum wage can be paid to young persons, children will then put parents out of work; if an employer can hire the son for $1.75 an hour, why keep the father at $2.80? Unemployment is merely shifted from younger to older workers, and no new jobs have been added to the economy."

Fortunately, Congress decided against the lower payment for young people—a rather unsubtle effort to exploit both the young and the adults in the name of compassion for the kids.

But now there are other ideas in the works, such as a government subsidy for young workers. The wage would be paid in part by the employer and in part by the government. Just how would this whim work out?

First of all, the subsidized wage for the youth would probably work out in exactly the same way as the lower minimum wage: employers would get rid of the old man (unsubsidized) and hire the kid (subsidized) with no net gain for society.

What's more, if this were done for the whole economy—a subsidy for every young person on the job anywhere—the cost would be prohibitive. So criteria for subsidies would have to be established.

One criterion is poverty; namely, subsidize the pay of a young man or woman in a family officially classified as in "poverty." But, if this is done, many youths will be fired to hire poorer youths. Also, the notion could be manipulated "by young persons who would achieve instant poverty simply by leaving home and setting themselves up independently" with no income.

One of the biggest dangers is "churning," a caper whereby employers would hire young people who are subsidized and who would then fire the same young people when the subsidy ran out to hire more young people who would get the subsidy.

This, as Harvard economist and former Labor Sec. John T. Dunlop points out, would be especially useful to some companies in cutting the throats of other companies. "A firm that is nonunion can discharge its entire labor force at once and substitute these subsidized people while an enterprise that has a collective bargaining agreement, with a tough limitation on layoffs can't do that."

Is there any answer for the jobless youth? Yes: to lower the level of unemployment in the economy. When unemployment goes down 1 percent for the nation, it goes down 1.5 percent for youth. If there's more work for everybody, there's a lot more work for the young.

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Commitment to Jobs A Vital First Step

The President's decision to support the amended Humphrey-Hawkins bill is a commitment to full employment that we welcome. It is vitally important that full employment for all Americans be the goal of this nation but a goal without follow-up action would be meaningless.

We recognize that securing and maintaining full employment is not going to be easy. This measure requires the President to submit to the Congress programs and policies that will achieve the goal of full employment. The bill requires the Congress to enact legislation that will provide jobs for every American willing, able and seeking work.

We consider this measure as just a first step down the road to putting America back to work. The President's support of the objective of full employment is absolutely vital but the economic stimulus programs that America needs must follow quickly in order to translate the promise of this bill into reality.

—AFL-CIO President George Meany, Nov. 14, 1977.

An Interlocking Network:

Sophisticated New Right Poses Danger to Unions, Minorities

By Bayard Rustin

THE "ULTRA-RIGHT" of the 1960s has been transformed into the "new right" of the 1970s. It has gained a new respectability by adopting a modern, sophisticated, and sometimes subtle approach. Although the new right tends to be just as "pure" as the old right on the issues, it has become more pragmatic in pursuing their objectives. It is for just these reasons that the right wing is all the more dangerous.

Under present conditions, the new right is a far greater threat than if Sen. Bilbo came back spouting his old racist rhetoric. To be sure, the new right is not openly anti-black. Nonetheless, the new activism on the right runs against the interests of black Americans and other minorities.

The new right is not a monolithic movement. It is divided by subtle differences in emphasis, style, and strategy and by the personal ambitions of its leaders. The new right is more of an interlocking network, exchanging support and information and united by a basic agreement on political issues.

Calling heavily on such old right figures as Senators Strom Thurmond and Jesse Helms, the new right is still determined to exploit the discontents and manipulate the fears and insecurities of Americans to advance its narrow and divisive political ends.

One recent project of the new right is an impeachment drive against Ambassador Andrew Young led by Rep. Larry McDonald of Georgia, a member of the national council of the John Birch Society. As Young is worth more to the right in office than out, the real goal of this effort is to raise money. The apparent moving force behind the effort is Richard Vigurie, "the Godfather of the New Right," who raised $6 million in 1976 for George Wallace.

Vigurie runs a direct mail operation that raises $15 million a year for a wide variety of right-wing groups. Vigurie has used his control of mailing lists to spawn a whole network of new conservative entities and to extend his influence over established right-wing groups. The campaign against Young is a peripheral concern of the new right, their priorities lie elsewhere.

Like the old right, the new right depends on hate, but their villains have changed from civil rights "agitators" to "union bosses." If the right-wing's primary enemy is the labor movement, its main victims are millions of ordinary workers. Just as the right-wing attempted to destroy the civil rights movement, it now works to cripple the labor movement.

The right wing has launched a well-financed and virulent campaign against labor law reform, employing its usual techniques of exaggeration, distortion, and fear-mongering. It is already gearing up for future attacks on every major goal of American working men and women—national health insurance, full employment, tax reform, and occupational health and safety.

That the right has switched enemies is of some importance. Just as the civil rights movement can be viewed as the engine of social change during the 1960s, as the new right recognizes, the labor movement is increasingly playing that role today. For millions of black Americans, a strong labor movement is the chief hope for economic progress.

INTERESTINGLY ENOUGH, the right-wing campaign is directed heavily against public employee unions which have large black memberships. Labor is, moreover, central to the possibilities for progressive and democratic change in American politics. Whether in the workplace, at the ballot box, or in the legislative halls, unions are the means by which millions of working men and women can obtain some degree of control over the powerful and arbitrary forces that shape their lives.

The new right has developed into a significant and powerful political movement. I think it will fail in its attempts to remake American society in its own image, if for no other reason than that its program is almost entirely negative. There is a danger, however, that it will be successful enough to frustrate the reforms that are needed to make America a more decent, just, and compassionate society.

Tax Cut Not Enough:

Strong Economic Stimulus Key To Needed Jobs Development

UNLESS CONGRESS and the Administration end the stall on massive economic stimulus programs, recession-level unemployment will continue to plague the nation in the years ahead, AFL-CIO Research Director Rudy Oswald warned.

The tax cut said to be taking shape in the White House won't by itself give the economy the kind of solid boost it will take to make a real dent in the jobless rolls, which have hung at about 10 million throughout the year, Oswald said. He called for a "balanced program that provides targeted spending" in older cities and other areas where the impact of unemployment is particularly severe.

A stimulus package that puts "too much emphasis on pure tax cuts rather than on spending programs," he said, would not increase the purchasing power of workers and build the demand for goods and services that would put a great many of the unemployed back to work at productive jobs.

In an interview on Labor News Conference, Oswald said that instead of looking for a "quick fix," the government should be shaping policies and programs that will produce balanced expansion of the economy.

Oswald turned aside the contention that "the White House has thrown too many programs at Congress and has created a climate of uncertainty in the business and corporate world." He said that the weak demand for the goods and services that industry has the capacity to produce is much more central to the reluctance of business to expand and modernize than any "question of certainty or uncertainty." He said that the stuttering economy and persistently high unemployment rates are complicated problems that require a number of "actions by Congress—by the government—to resolve."

He said that the further credit tightening recently announced by the Federal Reserve Board would actually work at cross purposes with the Administration's attempts to provide an economic stimulus that emphasizes full employment. He said that if the credit-tightening isn't offset with new job-creating programs, "the average worker would face a greater likelihood of being laid off in 1978," and that high school and college graduates entering the job market for the first time would find it harder than ever to find employment. "The result would be increased unemployment in 1978—higher than 1977," he asserted.

Reporters questioning Oswald on the AFL-CIO produced public affairs interview were Dale McFeatters of the Scripps-Howard Newspapers and Frank Swoboda of the Baltimore Sun. Labor News Conference is aired weekly on Mutual radio.

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UNION LABEL AND SERVICE TRADES DEPT., AFL-CIO

By Press Associates, Inc.

IN COMING WEEKS, after the energy legislation is out of the way, House and Senate conferees will meet to act on social security financing legislation vital to millions of active and retired Americans.

While the House and Senate versions are within reach of compromise, a real sleeper in the legislation would amount to a multi-billion-dollar handout to rich retirees at the expense of working people.

President Carter has said that it is "essential" that Congress approve a financing bill to strengthen the trust funds and protect the integrity of social security. Although there are a number of differences between the House and Senate versions, several measures will receive priority attention from the conferees.

One is that the Senate would require employers to pay taxes on a higher wage base than their employees. The wage base on which employees pay taxes would rise gradually until 1987, when it would reach $33,900. The wage base on which employers pay taxes would be set at the first $50,000 in 1979 and rise to $75,000 by 1985. The House would retain the parity between employer and employee wage bases on which the tax is calculated.

Another difference involves use of federal revenues to buttress the funds. The House bill provides authority for standby loans from the Treasury whenever trust funds dip below 25 percent of a year's outgo. The Senate, on the other hand, would limit general revenue application. It would be used only to aid state and local governments and non-profit corporations which cannot write off higher social security taxes.

A third major difference—and the sleeper in the House bill—is the question of the retirement test, which is based on the sum of money which social security recipients under the age of 72 may earn without their benefit checks being reduced.

The House adopted an amendment by Rep. William M. Ketchum (R-Calif.) which would raise the ceiling and by 1982 eliminate the retirement test entirely. The Senate bill would liberalize the retirement test, but not eliminate it, increasing it to $4,500 in 1978 and to $6,000 in 1979.

Initially the White House was relatively unconcerned about the amendment. However, some of the consequences were spelled out by Nelson Cruikshank, special assistant to the President for aging. Cruikshank served for many years as Director of Social Security for the AFL-CIO and as president of the National Council of Senior Citizens.

He stressed that elimination of the retirement test was an expensive way to make all current workers pay more taxes to benefit a small and privileged group of people. Nearly 22 million Americans over 65 are eligible for social security, but only 1.5 million—about 7 percent—are affected by the retirement test.

Paying social security benefits to these 1.5 million, many of whom are professionals earning large sums of money, would cost current workers $23 billion just between the years 1982 and 1987.

MORE THAN 20 MILLION WORKERS are not affected by the earnings test: 8 million had no earnings at all; 2 million earned less than the exempt amount and 10 million were over 72, already exempt from the earnings test.

At a White House briefing recently, Press Sec. Jody Powell said: "You may remember that the President several weeks ago expressed somewhat less concern about the removal of the earnings limitations. As he has, since that time, become more familiar with the true impact both in its placing of a burden on low and middle-income people in order to increase benefits for high-income people, and its absolute cost, his concern has grown."

Proponents of the Ketchum amendment in the Senate are Senators Barry Goldwater (R-Ariz.) and Robert Dole (R-Kan.). The amendment infuriated Sen. Gaylord Nelson (D-Wis.), who declared, "That's a real outrage. The $10,000 a year worker is going to pay so that the $100,000 a year doctor, lawyer, engineer or professor can draw a full $8,400 pension."

RECESSION-LEVEL unemployment will stretch into 1978 if Congress and the White House continue to stall on massive economic stimulus programs, AFL-CIO Research Director Rudy Oswald, center, warned on Labor News Conference. Questioning him were Frank Swoboda, left, of the Baltimore Sun and Dale McFeatters of the Scripps-Howard Newspapers.

MACHINISTS PRESIDENT William W. Winpisinger, right, leads a picket line outside Lockheed's Marietta, Ga., plant where some 5,000 IAM aerospace workers have been on strike for a month. The strike is the first at the plant in almost 20 years. The union also has struck Lockheed's California plants. Negotiations on a new contract between IAM and the firm are on a daily basis, and will be influenced by the outcome of the union's ratification vote on an agreement with Boeing Co.

Machinist Units Ballot On Boeing Settlement

Seattle—Some 24,000 striking Machinists employed by the Boeing Co. voted on a tentative new agreement that could end their seven-week-old strike against the world's largest aerospace firm.

The vote here and elsewhere around the country took place on Nov. 17 but had not been tallied when the AFL-CIO News went to press. The largest number of IAM workers voting gathered at the Seattle Center Coliseum.

Simultaneously, other Boeing workers met in Portland, Ore.; Wichita, Kan.; Cape Canaveral, Fla., and at several missile bases to decide on the new pact. The Boeing Machinists struck the company on Oct. 4 after rejecting a three-year contract offer whose wage provisions were described as grossly inadequate by union negotiators.

IAM bargainers made no recommendation for or against the new contract, preferring to let members decide the merits of the pact's provisions themselves.

Meanwhile, the union continued its contract talks with Lockheed, McDonnell Douglas, and other aerospace companies. The Lockheed negotiations in Los Angeles, aided by a federal mediator, were on a daily basis but no progress was reported.

In the past, a settlement at Boeing has set a pattern for Lockheed and the other firms. IAM represents some 175,000 aerospace industry workers with contracts expiring this fall or early next year.

The Boeing agreement was reached here, where most of the company's workers are employed, at 3 a.m. on Nov. 14 after weekend talks that were assisted by Pete Horn of the Federal Mediation & Conciliation Service. The Boeing dispute affected hourly workers engaged in the production and maintenance of commercial passenger jetliners.

Alabama Labor Pushes Public Employee Rights

Montgomery, Ala.—Full collective bargaining rights for public employees will be the top legislative goal of the Alabama AFL-CIO when the state legislature reconvenes in January.

The 753 delegates to the state labor federation's 11th biennial convention here called for an all-out effort to enact legislation to assure that the more than 30,000 organized workers employed by state, local and county governments in Alabama have the same rights as workers in the private sector.

Also high on labor's list of legislative priorities are needed improvements in the workers' compensation program and increased unemployment benefits.

President Barney Weeks, who has headed the state federation since 1957, was elected to a new two-year term, as was Sec.-Treas. A. G. Trammell. In a contest for the third full-time leadership post, William E. Mintz was elected executive vice president over incumbent Hattie Scruggs. Mintz, a member of the Machinists, had left the executive vice president's post five years ago to become a labor liaison representative with the Red Cross.

Delegates also elected six new vice presidents and re-elected 12 incumbents. The new vice presidents are Jerry Barronton of the Roofers; Gerry Brown, Seafarers; Douglas Burkhalter, Paperworkers; Ernest Welch, International Brotherhood of Electrical Workers; L. D. Edwards, Jr., IBEW, and G. I. Jackson, Communications Workers.

In key resolutions adopted at the three-day convention, delegates called for passage of President Carter's labor law reform proposal, overhaul of U.S. foreign trade policy to preserve American jobs being lost to low-wage imports, strengthening of the U.S. merchant marine fleet, and support for the boycott of the J. P. Stevens products.

IUE Chalks Up 5 Election Wins

The Electrical, Radio & Machine Workers chalked up organizing victories at plants in five states —four in the South—covering 715 workers.

The five elections were held within 30 to 50 days of the petition date, Fitzmaurice noted. The largest unit includes 300 workers at a Boone, N.C., plant. The next largest covers 210 employees in Marlboro, N.J. Other plants are in Biloxi, Miss., Louisville, Ky., and Memphis.

Law Reforms Seen Meeting Public Role

(Continued from Page 1)

reform bill and lack of concern for the problems it seeks to overcome. He accused the NAM and its allies of a "scofflaw" attitude to the National Labor Relations Act.

Larry retorted that the NAM doesn't see why a law it contends has worked well should be changed just because the J. P. Stevens firm is on George Meany's "hate list."

Morris, who this year is a visiting professor at Cornell, said the law in fact has become unbalanced and now tilts to the employer side.

Both the 1947 Taft-Hartley Act and the 1959 Landrum-Griffin Act gave employers "quick, certain and strong" remedies against unfair practices by unions, he noted. But there are no comparable remedies against unfair practices of employers.

When it comes to employer violations of the law, Morris said, the remedial actions ordered by the National Labor Relations Board are often so ineffective that an employer can profit by prolonging litigation.

Morris, like Donahue, expressed regret at the "polarization" of employer opposition to the reform bill. It should not be dismissed as "pro-union," he said, but looked at in the light of the public interest.

He cited approvingly the reform bill's provisions for injunctions to compel immediate reinstatement of workers illegally fired during an organizing campaign or before a first contract is signed, the double pay compensation for discriminatory discharges, compensation for all workers in the bargaining unit when an employer has refused to bargain, and denial of federal contracts to firms that willfully violate NLRB orders.

As was the case when comparably strong remedies were provided against union unfair practices, Morris predicted, enactment of labor law reform should lead to fewer employer violations of the law.

Donahue stressed that the pending legislation would not make illegal any employer actions that now are legal but merely would carry out "the promise made in the NLRA 42 years ago," that workers have the right to organize and bargain collectively.

As for denying government contracts to willful violators of the law, Donahue suggested an analogy: "the dry cleaner who insults you or mistreats you does not get your business; the same should hold true for scofflaws like J. P. Stevens."

ILA Members Vote on Pact:

Job Security Gains Mark Dock Accord

New York—Approval of a new master-contract settlement with a substantial advance in job security expected by this weekend, could help bring an end to the Longshoremen's seven-week-old strike against North Atlantic shipping operators.

The union reached tentative agreement on the three-year pact covering about 35,000 ILA members from Maine to Virginia following intensive bargaining here with the Council of North Atlantic Shipping Associations and the New York Shipping Association.

ILA President Thomas W. Gleason said that wages would rise by $2.40 an hour over the term of the contract, bringing a dockworker's hourly pay to $10.40 by 1980. The first of three 80-cent annual increases would be retroactive to June 1 of this year.

Other provisions of the basic economic package, which must be ratified by rank-and-file members, include additional employer contributions to pensions and health and welfare funds.

Employer contributions to welfare funds would rise in three steps from the current $1.13 per man-hour to $1.50 per man-hour at the start of the contract's third year. Employer contributions to pensions also would be increased in three annual steps, moving from the current $1.71 per man-hour to $2.25 by the final year.

The master agreement also contains a job-security plan under which the operators of mechanized cargo ships—the targets of the ILA strike—agree to pay for any deficits that might occur in guaranteed annual income, pension, and welfare funds established in each local port.

The settlement is expected to pave the way for quick follow-up negotiations at the local level in South Atlantic and Gulf Coast ports where an additional 15,000 ILA members are employed. The North Atlantic agreement has customarily established a pattern for southern shippers.

The strike began on Oct. 1 after talks snagged on the job-security issue. The underlying cause of the dispute was a 1975 National Labor Relations Board ruling reducing the union's jurisdiction over the handling of van-like containers. The board's decision was subsequently upheld by the courts.

Container operations, the ILA contended, have meant sharp reductions in the union's membership since they drastically cut the number of longshoremen needed to load and unload the mechanized vessels that carry the huge 20- to 40-foot steel boxes. The strike, in fact, was aimed only at container ships, or other ships designed to haul truck trailers or barges. Traditional freighters continued to be loaded and unloaded.

Gleason said that dockworkers affected by the new agreement would vote on its provisions Nov. 18-19 after local port settlements were reached. He said he was hopeful that the local problems could be resolved quickly so that ILA members could return to their jobs this weekend.

Maine Unions Reaffirm Dickey-Lincoln Support

Portland, Me.—The proposed Dickey-Lincoln hydroelectric dam project to help meet the growing energy needs of Maine was given overwhelming support by delegates to the State AFL-CIO's 11th biennial convention here. The federal construction project, which is opposed by a number of conservation groups, is planned for a northern Maine wilderness area.

The 152 convention delegates also called for the creation of an energy policy committee to explore alternative energy proposals and to report to the state federation's next convention.

The convention also urged in one of the 32 resolutions adopted at the three-day session that trade and industrial unions cooperate closely to protect the interests of workers against attacks from employers and anti-labor organizations.

In outlining labor's state legislative goals, the convention stressed the need for improvements in workers' compensation, unemployment benefits, job creation, education programs and social services.

New legislative initiatives call for protection of pregnant women workers from discrimination, repeal of a six-month wait for hearing loss compensation claims, inclusion of non-certified school employees for jobless benefits, participation in the federal school breakfast program and night sessions for small claims and district courts.

Delegates re-elected President Benjamin J. Dorsky and five executive board members to new terms. Edward Gorman of the Boilermakers was elected secretary-treasurer over Arnold Gross of the Paperworkers to succeed Gary B. Cook, who did not seek re-election.

Seven new members elected to the executive board are Donald Cates, Paperworkers; Kenneth Wormell, Carpenters; Roger Boulanger, Meat Cutters; James Harrington, Marine & Shipbuilding Workers; Ralph Ingersoll, Paperworkers; Raymond Hickey, Paperworkers, and Gerald Grenier, Clothing & Textile Workers.

Major speakers included Kenneth M. Curtis, chairman of the Democratic National Committee and former governor of Maine; John Perkins, Associate director of national COPE; AFL-CIO Regional Director John O'Malley; Sec.-Treas. Earl D. McDavid of the Union Label & Service Trades Dept., and Mike Schippani, ACTWU's New England coordinator of the J. P. Stevens boycott.

Delegates endorsed the Stevens boycott, called for congressional passage of President Carter's labor law reform bill and the Kennedy-Corman National Health Security proposal.

Matthew Lind Heads Federal Pension Agency

Matthew M. Lind has been named director of the Pension Benefit Guaranty Corp., the federal agency that was created to administer the pension plan termination insurance provisions of the Employee Retirement Income Security Act. Lind has been serving as acting director of PBGC since last December.

Double Standard:

Prejudice on Labor Laid to News Media

Organized labor is concerned about the double standard that increasingly marks a wide segment of the nation's commercial press, AFL-CIO Public Relations Director Albert J. Zack declares in the current issue of the American Federationist.

Zack notes in the federation's monthly magazine that the commercial press regularly and vigorously supports constricting labor's right to strike, while piously invoking its First Amendment rights to justify its monopolization of news and information channels.

In the article, which is based on a paper he delivered at a recent symposium on business and the media at Georgia State University, Zack emphasizes that labor does not believe the press should support its cause in lockstep.

"All we suggest is that when newspapers proclaim the commandments of labor relations—thou shalt not strike; thou shalt honor thy employer—they should acknowledge their inherent prejudice."

A newspaper publisher, after all, is merely a businessman whose business happens to be publishing a newspaper, he observes. It is this orientation that leads to much of the "unfair, biased and wrongheaded coverage of the labor movement," he said.

The idea of a full, balanced daily news report from the nation's newspapers has been basic to serious American journalism for decades, but a recent survey by the Columbia Journalism Review reveals that newspapers and their editors are beginning to hedge on this historic commitment, Zack notes.

For far too long, the press's bias against organized labor has been evident, Zack points out, adding that the situation is worse than ever today. When the AFL-CIO called for President Nixon's impeachment or resignation during the Watergate scandal—it was the first national organization to take the position—its integrity was impugned and even its right to have an opinion was challenged by scores of newspapers.

"Some even accused the labor movement of treason," Zack said. "This is a bit of history the press now ignores as it hails this triumph of democracy as a journalistic victory, given a helping hand by a few in Congress."

The press bias against labor is apparent in the daily coverage of the trade union movement, Zack charges. Often the prejudice is evident in the choice of words that an article is couched in. Every union proposal, for example, is called a "demand" and every management proposal is called an "offer."

"Every strike is calculated in lost wages, never in the lost self-esteem that would result if the workers caved in to management demands and tolerated unfettered management domination of their lives, "the article observes. "Every strike is a strike against the public interest, or inflationary, or pigheaded, in the opinion of the press.

"At the same time, settlements in the absence of a strike are rarely reported, except in basic industries. Contract signings are considered non-news."

Labor is further troubled by the growing trend toward media concentration, Zack said. Of the 1,500 American cities with daily newspapers, 97.5 percent have no local competition. More than 50 percent of all daily circulation rests in the hands of 25 newspapers, and 75 percent of all circulation is controlled by multiple ownership.

"I am not at all encouraged by the prospect of 20 chains owning virtually all of the papers in this country, with four sources of news —AP, UPI and the news services of the New York Times and the Washington Post—and interlocking boards of directors and television and radio outlets," Zack notes.

"The potential for conflicts of interest is great, with the greatest being the conflict between profit and the public's right to know."

BOARD OF TRUSTEES of the AFL-CIO Human Resources Development Institute reviews report on the operations of HRDI for the past year. HRDI has offices in 53 major cities to assist AFL-CIO affiliates and state and local labor groups in developing training and job placement programs. The board, headed by AFL-CIO President George Meany, also discussed HRDI's future projects. Alan Kistler is HRDI president and Charles E. Bradford is the institute's executive director.

Courts Asked to Bar Employer-Funded Suits

Ten unions and the AFL-CIO have joined in urging a federal appellate court to uphold and enforce a law that bars employers from financing lawsuits by workers against unions.

A federal district judge ruled last June that the National Right to Work Committee violated a section of the Landrum-Griffin Act by using employer contributions to pay for litigation by individual workers against their unions.

That's what the unions had contended in a case that went through four years of procedural battles before reaching the decision stage.

But Judge Charles R. Richey also ruled that this provision of the law couldn't be enforced because it was so broadly worded as to constitute an unconstitutional denial of employer access to records.

In any event, the judge added, only the Secretary of Labor could seek enforcement of the ban on employer funding of litigation. That position was a reversal of a ruling that he had made four years earlier, when the case first came before him.

Both these rulings are challenged in the joint brief the unions and the AFL-CIO have submitted to the U.S. Court of Appeals for the District of Columbia Circuit.

In fact, the unions contend, the restriction on employers is narrowly drawn and is necessary to carry out "a time-honored and judicially vindicated principle of federal law . . . that employers shall not interfere in the relations between unions and their members."

Comparable restraints on "employer rights," the unions noted, have been upheld by the Supreme Court in a series of cases involving both the Railway Labor Act and the National Labor Relations Act.

"Barring interested employers from financing attacks upon unions by their members," the unions said, is "a necessary and proper element in the labor relations scheme which safeguards employees' self-organization from employer domination and interference."

The brief also cited Supreme Court decisions holding that the authority for a government agency to seek enforcement of a law does not preclude private suits against violators.

A precedent in which the Supreme Court upheld the right of private parties to secure enforcement of the Voting Rights Act when the Attorney General fails to do so "fits this case like a glove," the union brief declared.

While the lower court had ruled that the "right to-work" group was in effect a tool of interested employers, the union brief reinforced this conclusion with a detailed account of the organization's history and fund-raising.

Five of its six founders were top corporation executives, the brief noted. Documents in the record of the case clearly demonstrate "that the committee is not only funded by business interests, but assists employers in advancing anti-unionism."

Its activities, the brief suggests, are merely a continuation of a long history of employer attacks on unions and union security under the guise of defending the individual's "right to work."

Joining in the appeal were the AFL-CIO; Auto Workers; Machinists; State, County & Municipal Employees; Teachers; Television & Radio Artists; Farm Workers; Sheet Metal Workers; Laborers; Communications Workers, and Oil, Chemical & Atomic Workers.

Study Finds Real Wages At 'Standstill'

Weekly earnings of full-time workers rose 6.9 percent to an average of $212 in the year ended in May 1977, but a 6.7 percent increase in inflation virtually wiped out the gain, the Bureau of Labor Statistics reported.

Although weekly earnings have nearly doubled since data was first collected in 1967, inflation has held the advance in real earnings to 7.3 percent during the 10 years, BLS added. In fact, the government said, real earnings have declined by 2.6 percent since 1973.

The earnings gap between men and women remained large during the year, BLS observed. Men with full-time jobs averaged $253 a week, up 7.3 percent from the previous year. Women in full-time jobs averaged only $156, about 62 percent of the average for men, a ratio that "has shown little change over the past 10 years," BLS noted.

Other major findings:

- Average weekly earnings of white full-time workers during the year ended in May were $217, compared with $171 for their black counterparts. The median for white men, $259, was 29 percent higher than that of black men, $201.
- Average earnings of white women, $157, were only 7 percent higher than those of black women, $147. Ten years earlier, the race differentials were considerably larger—44 percent for men and 25 percent for women.

"When the usual weekly earnings figures are translated into dollars of constant purchasing power," BLS said, "the median for all wage and salary workers—including those working part-time—shows no significant change over the 1967-77 period."

There were striking trend differences between older and younger workers, however, BLS said. Real weekly earnings of both men and women over 25 years of age showed increases of about 15 percent from 1967 to 1977.

However, real earnings for workers 16 to 24, who have been crowding into the labor force in large numbers over this period, showed an actual deterioration of 5 percent for men and a standstill for women, the bureau said.

Black workers showed a considerably faster increase in real earnings than white workers over the 1967-77 period—19 vs. 5 percent. For both racial groups, BLS noted, the separate medians for men and women showed larger gains than the combined averages for both sexes.

Labor Dept. Urged to Expand Rule Giving Access to Job Injury Records

A Labor Dept. proposal that would require employers to open occupational injury and illness logs to employees and their unions is a step in the right direction, the AFL-CIO Industrial Union Dept. said.

As welcome as the proposal is, it does not go far enough to provide workers access to all the data they need to help protect themselves against workplace hazards, IUD Safety Director Sheldon Samuels said.

Samuels urged the Occupational Safety & Health Administration also to lift limitations on worker access to plant health records, participation in environmental monitoring of workplaces and the release of the monitoring data.

The 1970 federal job safety law gives the Secretary of Labor authority to issue regulations providing for employees and their representatives to observe monitoring procedures of hazardous materials they come in contact with on the job and for access to those monitoring records.

However, OSHA only spells out these provisions when it implements a particular safety or health standard, Samuels pointed out. And in the seven years that OSHA has been in operation, it has issued only a handful of permanent standards.

In announcing the proposal to provide workers access to employer records of job-related injuries and illness, Assistant Labor Sec. Eula Bingham said that the new regulations would help workers better protect themselves from workplace hazards.

Current recordkeeping regulations require employers with 10 or more workers to maintain injury and illness data for five years and to post a summary of the records in the workplace annually.

The proposed change would require employers to make the full injury and illness log available to workers or their unions on request. Access would also be required for former employees.

At present, employers are only required to disclose the full data on injury and illness to OSHA compliance officers during an inspection of the workplace.

Dr. Bingham said that assuring access to health and safety data "provides workers a useful tool to assist them in their efforts to protect life and limb. I also believe that workers so informed can better assist compliance officers as they conduct workplace inspections."

Public comment on the proposed rule change is open until Nov. 17, OSHA announced.

In other federal job safety developments, Labor Sec. Ray Marshall and James T. McIntyre, acting director of the Office of Management & Budget, announced the appointment of Richard I. Bergman as executive director of the newly formed Interagency Task Force on Workplace Safety & Health.

Bergman, an engineer, has headed research and development and the consulting division of Systemedics, Inc. of Princeton, N.J., since 1967.

One of the major undertakings of the task force, the Labor Dept. said, will be to explore a White House proposal for economic aid and tax incentives for employers to improve workplace safety.

Kirkland Cites Responsibilities:

Health Agency Role Urged on Consumers

Chicago—Consumer groups must exercise their rights and responsibilities in filling their designated seats on local and state health planning agencies to effectively represent the interests of consumers, AFL-CIO Sec.-Treas. Lane Kirkland declared.

Kirkland warned at a conference here on consumer health planning that health care providers and their allies—doctors, hospital administrators and insurance companies—are attempting to capture control of the agencies, leaving consumers without adequate representation.

He noted that labor and consumer groups fought for passage of legislation in 1975 to give consumers a voice in health planning. If genuine consumers are not represented on these boards, Kirkland observed, then the legislation will not accomplish what it was designed to do.

"The American Medical Association fought this bill in Congress and lost," he stressed. "They challenged its legality in court, and they lost. Now they are moving . . . to capture control of the consumer seats on state and local planning agencies."

Every health provider wants a voice in choosing consumer representatives, he said, "and they are leaning hard on the governors, who make the appointments at the state level, to see things their way and to bend rules, if necessary."

Kirkland, who was the keynote speaker of the conference held at the Clothing & Textile Workers hall, warned that consumer representatives have their hands full even after they are seated on the agency boards.

He pointed out that health care professionals are better informed on the health issues and are supported by technical information sources and finances.

"By contrast, consumer representatives have to do their homework on their own time and pay their expenses out of their own pockets — unless the sponsoring union or consumer organization defrays such expenses."

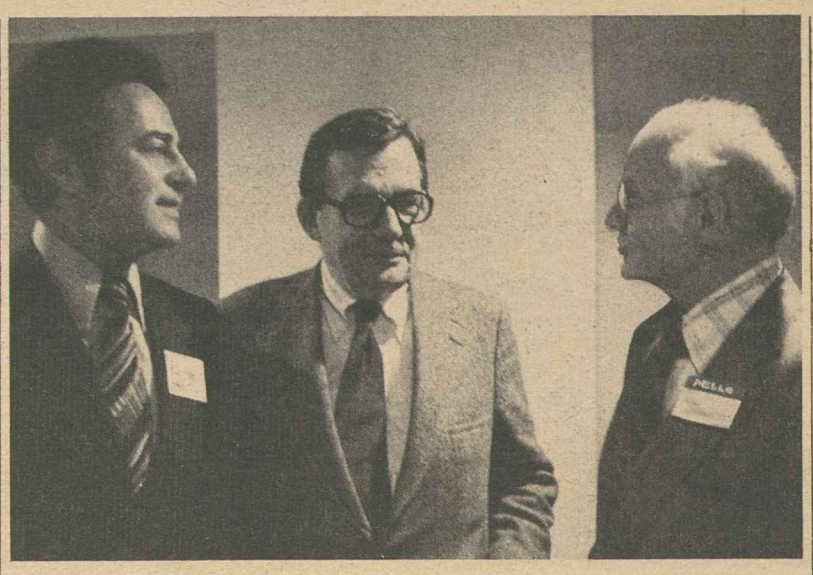
But consumers who really represent their communities know the needs and wants of the people, he said in stressing that health care planning with consumer participation at the national, state and local level is basic to labor's proposals for health care reform.

Kirkland said that consumers don't really have to know about the clinical practice of medicine. "That's the business of doctors," he added.

"But health is everybody's business. Health care planning is not concerned with medicine, but with whether or not health services are reaching the people effectively and efficiently."

Max Fine, executive director of the Committee for National Health Insurance, told the conference that health care planning with consumer input is included in the Kennedy-Corman National Health Security bill.

Fine said that health care planning is essential to winning public confidence for National Health Security. But he said that mismanagement in the Dept. of Health, Education & Welfare during the eight years of the Nixon-Ford Administration has produced a crisis in public confidence in the government's ability to run health programs.



CONSUMER REPRESENTATION in state and local health planning agencies is essential to providing the services people need and want, AFL-CIO Sec.-Treas. Lane Kirkland told a health care planning conference in Chicago. He was joined by Max Fine, left, executive director of the Committee for National Health Insurance, and Sol Brandzel, co-manager of the Clothing & Textile Workers Chicago Joint Board.

Public Employee Dept. Asks Bargaining Law

(Continued from Page 1)

betterment of all our members."

In addition to re-electing McClennan and Treas. Kenneth T. Blaylock, the convention passed more than two score resolutions.

The PED called for Senate action on reform of the Hatch Act, which bars federal employees from engaging in partisan political activity. A measure repealing the restrictive sections of the Hatch Act for all employees except a few in particularly sensitive positions has already passed the House.

The convention supported free tuition in public higher education, no-fare mass transit, exemption of federal employees from mandatory participation in the social security system, and opposed creation of a separate cabinet-level Dept. of Education.

The convention also passed a resolution urging the department's affiliates to give full support to a campaign against a California referendum that would deny collective bargaining and political participation rights to public employees.

The convention took favorable action on resolutions expressing opposition to government "contracting-out" of services and endorsing labor movement financial support for the Hubert H. Humphrey Institute of Public Affairs at the University of Minnesota. The delegates also opposed "sunset" laws that require government agencies or programs to go out of existence after a set period unless they are extended by specific laws.

After some debate, the convention passed a resolution offering the PED's good offices to settle a contract dispute between the U.S. Dept. of Labor and Government Employees Local 12. The dispute centers on implementation of a provision in the local's contract stipulating that subsequent vacancies in the department be filled by candidates from within the bargaining unit.

Labor Sec. Ray Marshall promised the delegates to "do everything we can" to assure that public service jobs created under the Administration's welfare reform program "do not jeopardize the wages or working conditions of regular public employees."

Marshall observed that public employees are directly affected by high unemployment in the private sector, and emphasized that without full employment "we are not likely to be able to have sustained balanced budgets."

Victor Kamber, director of the AFL-CIO Task Force on Labor Law Reform, urged public employee unions to mount a major effort to explain to the general public the need for Hatch Act reform and legislation authorizing collective bargaining rights.

Kamber said legislation favorable to public employees is "not on the back burner" as far as the AFL-CIO is concerned, and he expects action by Congress.

The 110 delegates heard several other speakers, including Rep. Robert N.C. Nix (D-Pa.), chairman of the House Post Office & Civil Service Committee; Sen. James Sasser (D-Tenn.), chairman of the Senate Civil Service & General Services subcommittee; Wayne Horvitz, director of the Federal Mediation & Concilation Service, and Rep. Frank Thompson (D-N.J.), chairman of the House Labor-Management Relations subcommittee.

Soviets Block Mail Delivery To Dissidents

(Continued from Page 1)

scribing to the above-mentioned precepts of the Final Act do not appear to have been similarly honored."

Vadim P. Loginov, the Soviet delegate to the meeting here, made no direct reply to Chaikin but instead launched into charges that the United States was guilty of violating the rights of its own citizens.

Chaikin noted that Meany had asked President Carter for help in encouraging the Soviet authorities to issue exit visas for Sakharov and the other dissidents.

"It is our belief that since we have changed our own visa policies, it remains to be seen whether individuals and groups who are in the mainstream of American democratic thought can effectively invite Russians with whom they wish to meet," Chaikin said.

Sakharov, the out-front leader of the dissident movement seeking greater democratization within the USSR, was refused an exit visa to go to Oslo, Norway, in 1975 to accept the Nobel Peace Prize. He won the honor for speaking out against the Soviet practice of confining political dissidents to mental institutions and prisons.

Meanwhile, another Russian dissident, Vladimir Bukovsky, began an 11-city speaking tour of the United States under AFL-CIO auspices with an address before labor delegates and community leaders in Chicago. Bukovsky, 34, spent 11 years in Russian jails and psychiatric hospitals for his opposition to Soviet civil oppression.

Bukovsky's tour includes stopovers in Detroit, Cleveland, Pittsburgh, Atlanta, Houston, Austin, Los Angeles, San Francisco, and New York City. He will address the AFL-CIO convention in Los Angeles on Dec. 12.

Retail Clerks Urge Ban On Worker 'Lie Tests'

(Continued from Page 1)

Stress Evaluator an "insult to human dignity."

Davis cited examples from the union's experience when only vigorously pursued grievance procedures saved the jobs of workers who supposedly flunked lie detector tests even though it was clearly established that they were innocent of any misconduct.

In one such case, he noted, a worker who voluntarily agreed to take a lie detector test was fired because the device indicated he lied in denying knowledge of who was responsible for a shortage. It turned out that the reason the machine registered a lie was that the worker had made a mental assumption that the shortage had taken place outside the supermarket and none of the employees had any connection with it.

"In this case there was a happy ending," Davis noted, "because there was an aggressive union able and willing to defend the employee. But what happens in the hundreds of thousands of cases where there is no union? That is why we need a federal law banning the use of such devices."

Davis cited studies showing error rates of 24 percent for polygraph examiners and even higher for the PSE voice analysis tests. He termed the voice analysis especially "insidious" because it can be used without a person's knowledge.

The AFL-CIO has had a longstanding policy against use of polygraph tests by employers and state labor federations have pressed for state laws prohibiting their use.

In an opening statement, Bayh termed the right to privacy the keystone of civil liberties. He affirmed the right.

Bayh expressed concern that each year hundreds of thousands of workers and job applicants are "forced to submit to mass lie detector sweeps of the plant or shop where they are employed or seeking employment. These truth-testing sessions are not necessarily the result of a specific theft or loss or even of suspicion of such crimes. Rather they represent the indiscriminate and random intrusion of truth-testing machines into the daily lives of Americans."

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Jobs, Lumber Depletion Tied to Export of Logs

Portland, Ore.—The export of logs is having an adverse impact on American lumber supplies and job opportunities, but the federal government continues to encourage overseas shipment of unprocessed timber, the Woodworkers charged.

IWA President Keith W. Johnson called for immediate action to head off a serious decline in U.S. Northwest timber resources. He noted that current overseas shipments of softwood logs, which are near the record 2.87 billion board feet exported in 1976, continue to aggravate the nation's lumber and employment problems.

"The lumber and wood products industry—once the economic backbone of the Northwest—is becoming a tree farm for Japan," Johnson declared in a statement.

He said that employment losses resulting from log exports are compounding the problem of job cutbacks resulting from automation.

If the logs exported in 1976 had been processed in the United States, Johnson said another 11,000 direct manufacturing jobs would have been generated.

Despite the critical problems facing the Northwest, he said, the Woodworkers have found that the federal government has been "a willing and cooperative partner in an aggressive log export program" that multinational forest product corporations are conducting.

"Public policy on log exports from federal lands is clear—they are prohibited," he stressed. "But this hasn't deterred the Commerce Dept. and the Agriculture Dept. from encouraging log exports from private lands."

Johnson said the federal government has added to the problem by relying on Japan's informal pledge to hold down demand for U.S. logs, rather than pursuing efforts to make a formal ceiling agreement.

He noted that although Japan had set a voluntary ceiling on U.S. log imports of 10 million cubic meters per year in 1973, it exceeded that level by 20 percent last year.

"Government officials have tried to keep this voluntary ceiling arrangement quiet because it is contrary to the public policy as it applies to federal forest lands," Johnson charged. "It has not been discussed publicly because no one has the official authority to monitor the log volume and to report violations."

Voluntary restraints do not work since there are no repercussions when the ceilings are exceeded, he said.

Johnson said that President Carter has authority under the 1969 Export Administration Act to halt log exports and that he has no obligation to abide by a "questionable arrangement" the Nixon Administration made in 1973.

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Boeing Settlement Scores Aerospace Breakthrough

24,000 Post Gains In Wages, Pensions

Seattle—Boeing Co. workers returned to their jobs with major wage and pension gains after voting overwhelmingly to accept a new three-year agreement that could set a pattern for the rest of the aerospace industry.

The workers, members of the Machinists, approved the settlement by a vote of 11,073 to 3,118. The contract covers some 24,000 Boeing employees in eight states, most of them in the Seattle area.

A settlement with Boeing traditionally has paved the way for agreements at Lockheed, where 14,500 workers have been on strike for six weeks in a similar contract dispute, and with other aerospace firms.

The Boeing agreement, reached on Nov. 14 after eight consecutive days of talks with the aid of a federal mediator, provides immediate wage increases averaging 6.9 percent, followed by across-the-board increases of 3 percent in the second and third years.

Boeing also agreed to pay an additional 10-cent an hour cost-of-living increase to compensate for inflation during the last three months of the expired contract. The COL clause in the old contract, providing quarterly adjustments of one cent an hour for each rise of three-tenths of a point in the consumer price index, is continued.

The agreement also increases second-shift premiums from 25 to 35 cents an hour, while raising the premium for employees on "non-regular work weeks" from 25 to 50 cents an hour.

Other contract improvements include an increase in pension benefits from $9 to $12 per month per year of service for past service, and an increase to $14 per month per year of service after Jan. 1, 1978. Boeing also will provide a

(Continued on Page 3)

Price Index Continues To Climb

By James M. Shevis

The government's consumer price index, which reflects changes in the cost of living, rose a seasonally adjusted three-tenths of 1 percent in October, the Bureau of Labor Statistics reported. But the rise was moderate by historical comparison.

For the past three months, the cost of living has increased at an adjusted compound annual rate of 3.8 percent. From October 1976 through October 1977, prices rose 6.5 percent. Last month's rise in prices matched the increases of August and September.

In July, the CPI rose four-tenths of 1 percent after rising an average of seven-tenths of 1 percent in each of the first six months of the year. Living costs rose 4.9 percent for all of 1976 after increasing 7 percent in the 1975 calendar year.

"The moderate rise in the CPI since midyear has been due primarily to small increases in prices for food and other commodities," BLS explained. Food bought in grocery stores rose only one-tenth of 1 percent in October, the fourth straight month showing minimal change in this category.

Prices of commodities other than food went up three-tenths of 1 percent in October. Charges for services rose four-tenths of 1 percent over the month, compared with five-tenths of 1 percent in September and August and increases averaging eight-tenths of 1 percent in each of the first seven months of the year.

There were some sharp price hikes in October, however, and a BLS report on wholesale price increases earlier in November signaled additional retail price increases may lie ahead.

In a separate report, BLS said that the slowing of inflation over the month, combined with pay increases and a longer average work week, increased the average urban worker's real spendable earnings 1.1 percent from September. Real spendable earnings—take-home pay expressed in constant 1967 dollars—were up 4.6 percent over the year.

Other government reports in the past week showed that the economy grew at a faster pace in the July to September quarter than previously estimated, while third-quarter after-tax corporate profits rose 10.3 percent over the $94 billion level of the 1976 third period.

Real gross national product—the nation's output of goods and services, adjusted for inflation—grew at a 4.7 percent annual rate rather than the 3.8 percent rate reported earlier, the Commerce Dept. said.

Among the sharpest increases in

(Continued on Page 3)

UNION SUPPORTERS from 50 J. P. Stevens textile plants heard messages of trade union solidarity at a national conference in Spartanburg, S.C. At the podium is Velma Hill, vice president of the Teachers in New York. Shown seated are Harold McIver, coordinator of the Industrial Union Dept. organizing program in the Southeast, and Sec.-Treas. Jacob Sheinkman of the Clothing & Textile Workers, which called the conference.

50 Units Represented:

Rally Vows to Sign All Stevens Plants

Spartanburg, S.C.—They came from all corners of the J. P. Stevens textile empire, more than 2,000 men and women, to affirm a proud commitment to the union cause.

They came in cars, vans and chartered buses to Spartanburg's Memorial Auditorium, an arena that is more often host to wrestling matches than to union meetings.

It was a Sunday of union speeches and union songs, of shared fried chicken box lunches and gospel singing. On the platform were leaders of their union, the Amalgamated Clothing & Textile Workers, and allies from other parts of the labor movement who brought a welcome message of solidarity.

And it was a day to send a message, a resolution addressed to the policymakers in the J. P. Stevens corporate headquarters, to the plant managers in scores of textile mill communities, to the foremen and lower-level supervisors carrying out the company's notorious union-busting policies.

"The delegates assembled today," the message began, "representing thousands of Stevens workers employed at 50 separate locations, solemnly pledge that we will organize the entire J. P. Stevens chain."

Organizing charters were presented by ACTWU Sec.-Treas. Jacob Sheinkman to local union leaders from 11 plants where the union has authorization cards from a majority of workers—two each in Stuart, Va., Tifton, Ga., and Wallace, N.C., and single plants in

(Continued on Page 2)

Jobs Bill Supporters Map Drive

By David L. Perlman

The full employment coalition that put the original Humphrey-Hawkins bill on the nation's political agenda will work "actively and enthusiastically" to pass the revised bill in the 1978 session of Congress.

Coretta Scott King and Murray H. Finley, co-chairpersons of the Full Employment Action Council, termed President Carter's pledge of support "a major victory" and essential to moving the legislation through the House and Senate.

At a Washington news conference, the coalition leaders noted that the process of negotiation with the White House was the same method used to reach agreement on a minimum wage bill that has now become law and a labor law reform bill that has passed the House.

Mrs. King heads the Martin Luther King, Jr., Center for Social Change and Finley is president of the Clothing & Textile Workers and an AFL-CIO vice president. Joining them in the news conference were other coalition representatives, including economist Leon H. Key-

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Labor Press Cutback Laid to Postage Hikes

Labor publications are mailing nearly 50 million fewer issues than four years ago—a reduction of more than 20 percent in estimated annual volume largely due to increasing postal costs, the International Labor Press Association told the Postal Rate Commission.

The ILPA and the National Rural Electric Cooperative Association joined together to intervene in the current rate case before the Commission which is considering a Postal Service request for an increase in postal rates and fees for special services. The volume reductions resulted from decreased frequency or cessation of publication altogether.

Testimony on behalf of the two organizations was presented by Robert J. Kalaski, associate editor of the Machinist, whose publication cut back on frequency from weekly to monthly in 1975 due to rising mailing costs.

Responding to questions from the Postal Service, Kalaski noted that

(Continued on Page 16)

Public Employee Battle Called Crucial to Labor

"Every worker in every union" is imperiled by attacks on public sector workers, AFL-CIO President George Meany told a leadership conference of the State, County & Municipal Employees.

Meany said the battle against repressive legislation aimed at public employees must be waged by the entire labor movement, and he cited a California initiative petition campaign as an example.

In California, Meany noted, "enemies of workers" are trying to put on the ballot a proposal to amend the state constitution "that would not only outlaw strikes by public employees, but arbitration as well. It would outlaw the negotiation of union security clauses and reduce collective bargaining to a mockery."

The California State AFL-CIO has termed the initiative campaign the gravest threat to workers' rights since the 1958 battle over an effort to outlaw the union shop, Meany said.

"And they are right," he told the AFSCME conference. "It is not an attack on public workers; it is an attack on all workers."

California isn't the only battleground, Meany aded. "The jailing of teachers in New York, the judicial assault on government unions

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Workers Vow To Organize Stevens Chain

(Continued from Page 1)

Milledgeville, Ga., Montgomery, Ala., Woodwine, Va., Westfield, N.C., and New Milford, Conn.

"Only totalitarian countries treat workers as J. P. Stevens management has been treating its workers," Sheinkman said.

ACTWU's senior executive vice president, Sol Stetin, responded angrily to employer attempts to portray the union organizing campaign as an attack on the South.

Stetin described J. P. Stevens as "a carpet-bagging corporation that has moved into the South for the sole purpose of exploiting southern workers and southern communities."

He told the union supporters that it is they, not Stevens, who are building a better South. "You are the South."

Others who spoke included ACTWU Executive Vice President William DuChessi and Industrial Union Dept. Organizing Director Nicholas Zonarich. Two union vice presidents—Velma Hill of the Teachers and Martin Gerber of the Auto Workers—brought messages of solidarity, as did South Carolina AFL-CIO President James Adler. And Joe Glazer, who wrote many of his best-known labor songs during textile union battles of yesteryear, was there to sing them again.

In the hall were union members from the 18 Stevens plants circling Greenville, from the cluster of plants in Roanoke Rapids, N.C., where workers voted for union representation more than three years ago but are still without a contract, and from Statesboro, Ga., where the union has charged the closedown of a Stevens plant was a deliberate move to thwart an organizing drive and chill union campaigns elsewhere.

There was a final paragraph to their resolution pledging to organize the Stevens chain.

"We will carry the message of unionism into every corner of the plants where we work," they declared.

Energy Dept. Challenged on Privacy Abuse

The American Federation of Government Employees has asked a federal court to stop the Dept. of Energy from demanding of its employees a list of all organizations to which they or anyone in their families belong.

Employees of the newest government department have been directed to fill out a disclosure form ostensibly intended to identify possible conflicts of interest.

One of its questions asks a listing of "non-profit organizations and educational or other institutions with which you, your spouse, minor child or dependents are connected."

Included in that category, AFGE noted, would be membership in religious groups, political parties and unions.

The AFGE is challenging the disclosure requirement as a violation of the Privacy Act and an infringement on constitutional rights.

It has asked a federal district court to impound forms already obtained from the employees and to enjoin the Energy Dept. from any further collections of the questionnaires until the legal issues have been resolved. The union filed the class action suit on behalf of two of its locals which represent Dept. of Energy employees.

A VETERAN organizing director, Nicholas Zonarich of the AFL-CIO Industrial Union Dept., shares his enthusiasm and experience with more than 2,000 J. P. Stevens workers at a national conference in the heart of the South's textile region.

Pilots Score Bid to Cut Crews for New Planes

The safety of airline passengers will be seriously jeopardized if cockpit crews in newly proposed aircraft are reduced from three pilots to two, the executive board of the Air Line Pilots warned.

ALPA's prime concern centers on a proposal by McDonnell Douglas Corp. to build two-pilot jetliners capable of carrying more than 180 passengers and of the expressed intent of Southern Airways to buy and operate the planes.

ALPA President John J. O'Donnell said that three-pilot crews are an "absolute minimum for safety" because air traffic is expected to double in the next five years and new complex equipment will add greatly to the pilot workload.

"When an aircraft manufacturer seeks competitive advantage by marketing a two-pilot jet which will operate into traffic densities of the next century, it is time for those who have primary concern for safety to be heard from," the ALPA board resolution stressed.

"The aircraft manufacturer must be prepared to compete on a basis other than implied savings of small costs at the expense of safety," the board said.

It also reaffirmed support of ALPA members who have been on strike since May against Wein Air Alaska. A major issue in the strike is Wein's unilateral action in reducing cockpit crews to two pilots on Boeing 737 jetliners.

A board resolution authorizes the ALPA leadership to initiate steps to set up or aid a competing airline for the duration of the strike on routes now serviced by Wein.

ALPA's objective is not to get into the airline business, the union said, but to bring economic pressure on Wein to conclude an agreement with its pilots.

AIW Leader Ray Reinhold Dies at 63

Decatur, Ill.—Raymond R. Reinhold, secretary-treasurer of the Allied Industrial Workers, died Nov. 15 at St. Mary's Hospital here where he had been a patient for about five weeks. He was 63.

Prior to his election as the union's top financial officer two years ago, Reinhold had been director of the AIW central states region from 1973 to 1975.

He had been president of an AIW local union in Decatur before he was appointed a regional representative in 1956, a post he held for 17 years.

Reinhold was also active in the AIW political education program and served on the congressional district COPE committee.

Survivors include his wife, Helen, and three sons. Services were held Nov. 19 and burial was at the Lutheran Cemetery in Decatur.

Curbs Sought On Spraying Of Airliners

The Flight Attendants have joined with a consumer group in seeking a federal court injunction to halt the spraying of commercial airliners with pesticides that pose a health hazard to passengers and airline employees.

A suit filed in U.S. District Court in Washington by AFA and the Aviation Consumer Action Project charges that the airliner fumigation program does not conform to existing government regulations on the safe use of the toxic chemicals.

Elizabeth Neumeir, legal counsel for AFA, said that the Dept. of Agriculture has been conducting the program for years to control the spread of Japanese beetles.

The suit notes that the chemicals —DDT and Sevin—used in the sprays are a health hazard.

It asserts that passenger seats and food handling on airliners have been contaminated by the toxic chemicals as a result of the Agriculture Dept.'s spraying program.

Bikel Appointed To Arts Council

President Carter has named Theodore Bikel, president of Actors' Equity, to a three-year term on the National Council of the Arts.

Bikel, who has headed the actors' union since 1973, also serves on the National Committee for Cultural Resources, the theater advisory panel of the National Council for Arts and Education and is vice chairman of the American Council for the Arts.

By Research Group:

Inflation Cushion Urged in Pensions

Private pension plans should be expanded and improved, particularly for workers with above-median earnings, to fill the gap between pre-retirement and retirement income, and to provide greater protection against inflation, the nonprofit National Planning Association declared in a policy statement.

NPA, a nonpolitical organization founded in the depression of the 1930s to conduct research and formulate policy in the public interest, recommended that private pension plans be encouraged to grow and expand as circumstances in industries and firms allow.

The extent to which coverage and benefits are enlarged should depend "on the desires of the workers involved and usually on the results of collective bargaining." NPA's joint policy committee on private pensions said. The 17-member panel includes six leaders of labor organizations.

Most private pension plans lack any anti-inflation safeguard, the committee observed. Therefore, in improving private pensions, efforts should be made whenever possible to provide "at least limited protection" against rising prices, it said.

The committee proposed that there be built into retirement plans an anti-inflation factor of 50 percent of the annual inflation rate, but no more than 4 percent a year.

The NPA statement is based on a report by Prof. Robert Clark of North Carolina State University which found that even a modest inflation rate of 3 percent a year reduces purchasing power of pension benefits to 75 percent in 10 years and to 55 percent in 20 years.

As another important improvement in private pensions, the panel recommended universal provision of benefits to a worker's surviving spouse provided he or she is married to the worker at the time of retirement or death prior to retirement.

Integration of private pensions with social security is a "logical public policy objective" with the goal of providing benefits that would represent approximately the same proportion of pre-retirement income for all workers regardless of the level of compensation, the Clark report observed.

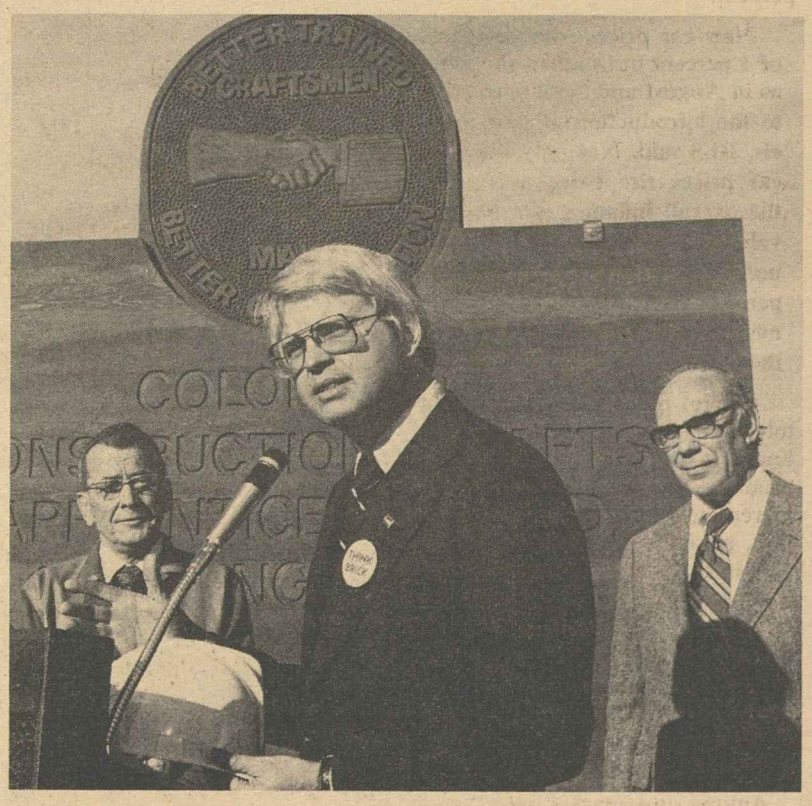
The NPA committee proposed a four-tier system for providing retirees about the same level of living furnished by their pre-retirement earnings.

"This would not require dollar-for-dollar replacement, as differences in tax treatment, elimination of work-related expenses, and other factors permit pensions of 80 percent and below for higher incomes to yield about the same disposable income," the NPA statement observed. The four-tier system is for:

- Workers with less than median earnings, "improving the nearly universal system of social security so that it will provide them with approximately the same level of living as that provided by their pre-retirement earnings."
- Those with more than median earnings, but not including those in the top 15 percent. Pre-retirement level of living for this group should be approximated by a combination of social security, private pension plans, and government employee plans.
- Highest earners, who would rely on social security and private pension plans but with individual savings providing an important addition.
- Those who have been less than full-time earners under social security. The existing needs-tested program of supplemental security income, supported entirely from general revenues and not from social security funds, should guarantee at least a "poverty-level" of living.

The committee stressed that social security should continue to be the base on which all retirement income is built.

The labor members of the NPA panel are Robert Connerton, general counsel for the Laborers; President Joseph D. Keenan of the AFL-CIO Union Label & Service Trades Dept.; Bert Seidman, director of the AFL-CIO's Dept. of Social Security; John Tomakyo, assistant to Steelworkers President Lloyd McBride; President J. C. Turner of the Operating Engineers, and Machinists President William W. Winpisinger.



DEDICATION CEREMONIES at the new Colorado Construction Crafts & Training Center in Denver included an address by Gov. Richard D. Lamm, center. Representatives of the labor-management sponsored center included Oakie Wilson, left, secretary-treasurer of the Colorado Bricklayers State Conference, and Don Decker, executive director of the Associated General Contractors of Colorado.

Speaking Tour Opens:

Bukovsky Stresses Poverty, Rights Link

Chicago—The struggle against poverty and the fight for human rights can't be separated, Soviet dissident Vladimir Bukovsky declared here as he opened an 11-city speaking tour sponsored by the AFL-CIO.

Addressing 600 labor and community leaders at a meeting arranged by the Chicago AFL-CIO, Bukovsky said:

"Some people here in the West try to prove that for people in backward countries the problem of human rights is not as essential as the struggle with poverty. I do not think that these two problems can be separated, because lack of rights gives rise to poverty, and poverty strengthens the lack of rights.

"Precisely for this reason the movement for human rights in the Soviet Union, along with purely intellectual rights, defends the rights of workers. They understand that only thus can the vicious cycle of lack of rights and poverty be broken.

"We are present at the beginning of a process which will lead us to freedom, a process of working people recognizing their rights and their human dignity. Now the fate of our peoples will depend on your positions, on your solidarity and support. In the last analysis the fate of the whole world depends on this.

"I would like to thank American workers for their support, of which we were always conscious. It was the strength of your solidarity that swung open the doors of my prison cell."

William A. Lee, head of the Chicago central body, who presided, and Martin J. Ward, president of the Plumbers & Pipe Fitters, who represented AFL-CIO President George Meany, hailed Bukovsky as a man of honor and courage as they outlined his struggle for freedom.

The Soviet dissident's opposition to civil oppression cost him more than 11 years of confinement in Russian jails and mental hospitals. The 34-year-old biologist was imprisoned after exposing the use of psychiatry as a tool of terror and suppression.

SOVIET DISSIDENT Vladimir Bukovsky signs autographs for representatives of ethnic groups during a visit to Chicago. Bukovsky, who spent 11 years in USSR prisons and mental clinics in his struggle for human rights, is on a speaking tour of the United States as a guest of the AFL-CIO.

Wage, Pension Gains Settle Boeing Strike

(Continued from Page 1)

new major medical plan for employees who retire before age 65, when they become eligible for Medicare coverage.

Overall major-medical coverage was greatly increased, to a maximum limit of $250,000 over a three-year period from $20,000. The company agreed to provide a new vision care plan. Weekly disability payments were increased, life insurance coverage expanded, and vacations liberalized.

The contract covers Boeing workers in Washington State, Oregon, Kansas, Montana, Utah, Florida, California, and Louisiana engaged in the production and maintenance of commercial passenger jetliners, and employed at various missile sites.

Consumer Price Index Shows Moderate Rise

(Continued from Page 1)

consumer prices last month was a seasonally adjusted jump of 1.4 percent in the price of gasoline and motor oil. The increase in gas and oil prices in September was six-tenths of 1 percent. In August, the increase was only two-tenths of 1 percent.

New car prices rose six-tenths of 1 percent in October, the same as in August and September, due to the introduction of new models, BLS said. Not only did new car prices rise twice as fast as the overall inflation rate but the value of the trade-in plunged as used car prices decreased 2.1 percent over the month, giving new car buyers less value for their dollars.

Apparel prices turned up in October, following a decline in September, and prices for tobacco products continued to show large increases, BLS reported. In addition, prices for household durables rose in October, continuing the upward trend of recent months. The retail cost of alcoholic beverages also increased.

Prices for food bought in restaurants and carry-outs rose two-tenths of 1 percent after seasonal adjustment, the same as in September.

Among supermarket items, prices for cereal and bakery products and sugar turned down while prices for fats and oil products showed a small decrease following a sharp rise in September. Fresh fruit prices, on the other hand, turned up in October. Poultry prices also rose after declining for four months, and beef prices moved up for the second consecutive month.

The cost of shelter eased in October, primarily because of a larger decline in mortgage interest rates than in either of the two preceding months, BLS said. Charges for electricity declined slightly, but natural gas charges were up sharply.

Medical care costs rose seven-tenths of 1 percent after seasonal adjustment, about the same as in recent months. Transportation costs edged up slightly.

Local Issues Delay Voting On Dock Pact

New York — Delays in reaching local port agreements put off ratification votes on the new master agreement between the Longshoremen and North Atlantic shipping operators, extending the union's strike through its eighth week.

ILA negotiators announced agreement on the master contract Nov. 13, and said that dockworkers affected by the agreement would vote on its provision on Nov. 18-19.

Because of negotiating hangups, however, the ILA said it now appears unlikely that the voting will take place before Nov. 25 and "maybe not until next week." Union and employer negotiators were having their greatest difficulty in settling at New Orleans but the ILA said that port agreements also had not been completed in Boston, Baltimore, and Philadelphia.

The master pact, negotiated with the Council of North Atlantic Shipping Associations and the New York Shipping Association, provides for a wage increase totaling $2.40 an hour over the three-year term of the agreement, plus fringe benefit and work-rule improvements.

The union originally limited its strike to containerized cargo ships, mechanized vessels which have cut back on manpower. To persuade local shippers to meet its requests, the ILA widened the strike on Nov. 23 to include all shipping operations in Baltimore, New Orleans, and Philadelphia.

Flight Attendants' Pact Averts Airline Strike

The Flight Attendants agreed to a new two and a half year contract resolving critical work rules with United Airlines just five minutes before a strike deadline.

The settlement by the union, an affiliate of the Air Line Pilots Association, came on Nov. 18 and is subject to membership ratification. The membership rejected an earlier tentative agreement with United because of dissatisfaction with the work rule provisions.

Flight Attendants President Patricia Robertson said that a summary of the new agreement and a mail ballot will go out to the union's 8,000 United members on Nov. 30. The ratification process is due to be completed on Dec. 22.

The contract proposal also contains early retirement provisions and strengthens job security. Wages, which were not an issue in the dispute, will rise at a compounded rate of 27.1 percent over the term of the agreement.

The agreement with the nation's largest air carrier includes a clause aimed at cutting the number of attendants who must be on standby for possible duty and provides that those who are called in to work receive extra pay.

Another clause provides that attendants be paid for preparation time rather than merely for time aloft and reduces the maximum duty day to 14 hours from 15.

OCAW Cites Hazard Of Overloaded Trucks

Cost-cutting by oil companies has resulted in overloaded trucks that endanger motorists and destroy highways, the Oil, Chemical & Atomic Workers testified at House hearings.

OCAW Vice President Anthony Mazzochi told the panel that some big companies have been contracting out trucking operations to avoid meeting union contract conditions.

Under the OCAW contract, Mazzochi noted, drivers are required to obey all state and federal regulations regarding speed, driving time, the mechanical condition of the rig and the weight of the load.

A panel of union drivers backed up the union's statement with first-hand testimony.

They stressed that outside carriers usually haul on a commission basis and in order to make a profit try to carry as much as they can, as quickly as they can. Drivers are often forced by independent contractors to load tanks beyond the danger point.

"These trucks are potential killers," John Suprono of New Haven, Conn., testified.

He and the other driver-witnesses told the Ways & Means subcommittee that they have seen trucks loaded to 90,000 pounds in their own terminals — 10,000 pounds more than the federal weight limit for five-axle trucks.

That much weight, they testified, exceeds the vehicles' braking capacity and threatens serious damage to roads and bridges.

Suprono told the panel, which is conducting oversight hearings on the enforcement of federal transportation laws, that the state police lack the manpower and equipment to do an adequate job and "the Federal Highway Administration has been ignoring our pleas for assistance to state police for years."

He said trucking industry lobbyists have blocked efforts by consumer and motorist groups to get the Connecticut legislature to impose stiffer penalties for habitual violators of weight limitations.

5 Iron Miners' Locals Okay Strike Settlement

An improved incentive pay offer by management resulted in isolated settlements at two of the seven iron ore mining and processing firms struck four months ago by the Steelworkers in Michigan's upper peninsula and in Minnesota.

But safety and health issues elsewhere loomed as obstacles to settlements with other companies.

The latest agreements, covering about 800 of some 15,000 iron ore workers, were with four USWA locals and the Cleveland Cliffs Iron Co. Earlier, operations resumed at Hibbing Taconite Co., where members of Local 2705 voted to return to work.

Negotiations between Steelworkers representatives and five other companies were under way as the AFL-CIO went to press. Firms involved in the talks were U.S. Steel, Reserve Mining Co., Hanna Mining Co., Erie Mining Co., and Inland Steel. The safety and health isshues were major areas of concern for Steelworkers still on strike in Minnesota.

The union and the companies have differed over whether the incentive pay issue is a local or a national issue. Management argued that the union's insistence on discussing incentive pay at the local level was a violation of the Experimental Negotiating Agreement, under which both sides have agreed to forego strikes or lockouts over national issues.

The USWA, however, said that incentive pay in the past has always been considered a local issue.

Workers rejected an incentive pay proposal two and one-half weeks ago, charging that the management offer meant that some strikers would have to take a cut in pay. The new offer guarantees that nobody employed by the seven ore companies when the strike began would be worse off under the new revised plan.

The strike, which began on Aug. 1, involves miners at some 17 locals. Minnesota's rich Mesabi iron range alone is the source of about two-thirds of the country's output of iron ore.

The Business of All of Us

UNDERLYING AND COMPOUNDING all of the nation's social and economic problems is the fundamental problem of unemployment. Putting America back to work must continue to be our No. 1 concern.

Business needs more customers with money to spend. The cities and the states need more taxpayers and fewer welfare cases. The nation needs more productive and constructive work and less shrinking and cutting back of goods and services.

The AFL-CIO is supporting massive federal aid to halt the deterioration of the cities. The Housing & Community Development Act is going to help. Other programs and strategies can make a difference and must be pursued. But none of these things can accomplish what they were designed to do until there is a national policy of full employment.

Full employment has been labor's top goal for 30 years, since President Truman and the Congress declared that full employment should be America's national policy. But just preaching about full employment is not enough.

That's why America needs the Humphrey-Hawkins Full Employment Act, which implements that policy. That bill is going to come up before Congress in 1978, and we intend to fight for its passage with all our resources, and we intend to fight just as hard for the job-creating legislation and the economic stimulus measures which will give it substance.

But that isn't enough. No matter how strongly America pursues a full-employment policy, no such policy can be realized until there is a change in the destructive and wrong-headed foreign trade policies that are encouraging and accelerating the export of jobs and of entire industries and flooding the country with subsidized imports made with American technology, in American-owned plants, by underpaid and exploited workers overseas.

WHAT GOOD DOES IT DO to create public service jobs at $2.50 and $3 an hour, while $8 and $10 jobs in the steel industry are being wiped out? What good does it do to organize textile and clothing workers when their industry is being dismantled and shipped overseas?

Every job that is lost in this way turns another taxpayer into a welfare case, adds another burden to the U.S. economy and to state and municipal budgets. And every time an American plant is closed in any community, that community's tax base is undermined and its tax revenue reduced.

So foreign trade and exports are not a remote problem for state and county and municipal workers. They are a real pressing concern to you and the people you represent.

We have plenty of problems and all of them are the business of all of us. We are going to stand together, as we have always done, as a united trade movement. We are going to keep attacking our problems on every front throughout the nation. We are going to keep building this movement of ours and strengthening it in every way we know how, as you are doing in this leadership conference. And, together, we are going to win.

—From the address by AFL-CIO President George Meany to the legislative conference of the State, County & Municipal Employees in Washington.

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Marching Feet

Unemployed Money:

Idle Investment Funds Refute Claims of Capital Shortage

By Gus Tyler

AS IF IDLE MEN and women were not enough, we are now being plagued with idle money in America.

Huge chunks of capital are begging to be invested. They could go to work to expand production, to create jobs. But whatever their capacities to do good in the land, the capital is idle—just so much unemployed money.

You might not suspect this to be the truth if you listen to corporate claims that our economy is suffering for want of capital. To get more capital, the corporate leaders ask for higher prices and tax relief so their profits will be enlarged. Without such relief, they say, they just won't be able to find the funds for expansion and employment.

A few voices have maintained that there just is no such capital shortage, that the corporate claim was just a stratagem to raise prices and to unload the tax burden on others. However, it has been but a whisper in the media tumult.

But now, the business/finance pages of the New York Times report that "the nation's larger banks, reacting to sluggish loan demands from their biggest corporate borrowers, are competing fiercely with one another in the bread-and-butter business of making loans to companies."

This means: first, the banks have loads of money to lend; second, the corporations are not eager to borrow; third, the banks are reducing their rates to get companies to pick up the available capital.

Some of the banks are bringing their interest rates down to rock-bottom, to the rate at which banks borrow to re-lend. Logically, Donald R. Madich, president of the Detroit Bank & Trust Co., wonders out loud: "I don't know what we're doing in the banking business."

Why then, with rates so low, don't companies borrow?

First, because no business expands unless there is a demand for its goods or services. Demand is sluggish because there are too many Americans who are underemployed and underpaid.

Second, because Federal Reserve Board Chairman Arthur Burns will not allow the interest rate to come down to where it belongs since he fears having too much money in circulation. So he keeps the rate high to make sure that there will be lots of idle money as well as idle people.

Lest anyone think that this plentitude of capital is just a passing phenomenon, just listen to the long-term forecast of the Institute for the Future, a West Coast think-tank that gets out regular advice to some top American enterprises in their CAP (Corporate Associates Program) Report: "A serious capital shortage in the United States does not appear to be likely in the next five years, and probably not in the ensuing five years."

The CAP Report, however, assumes that the Federal Reserve Board will go along with an "expansionary monetary policy." But, if it does not, then there may be a capital shortage—manufactured by the Fed, despite the wishes of the people in the White House and on the Hill, or the needs of the people out of work.

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Job Goals Realistic And Achievable

We are pleased that President Carter has agreed to endorse a bill which we can fully support as a major step toward full employment.

We would urge those who are evaluating this proposal to compare it with what now exists, rather than naively comparing it to the ideal without regard for political or economic reality.

Clearly, no one bill will solve our unemployment problem and its tragic human and economic costs. More work will be required to translate this legislation into meaningful jobs at decent wages for all American workers. . . .

Our coalition of labor, religious, civil rights and other progressive organizations is not going to rest until we have genuine full employment in this country.

—Joint statement by Murray H. Finley and Coretta Scott King on behalf of the Full Employment Action Council, Nov. 22, 1977.

AFL-CIO News

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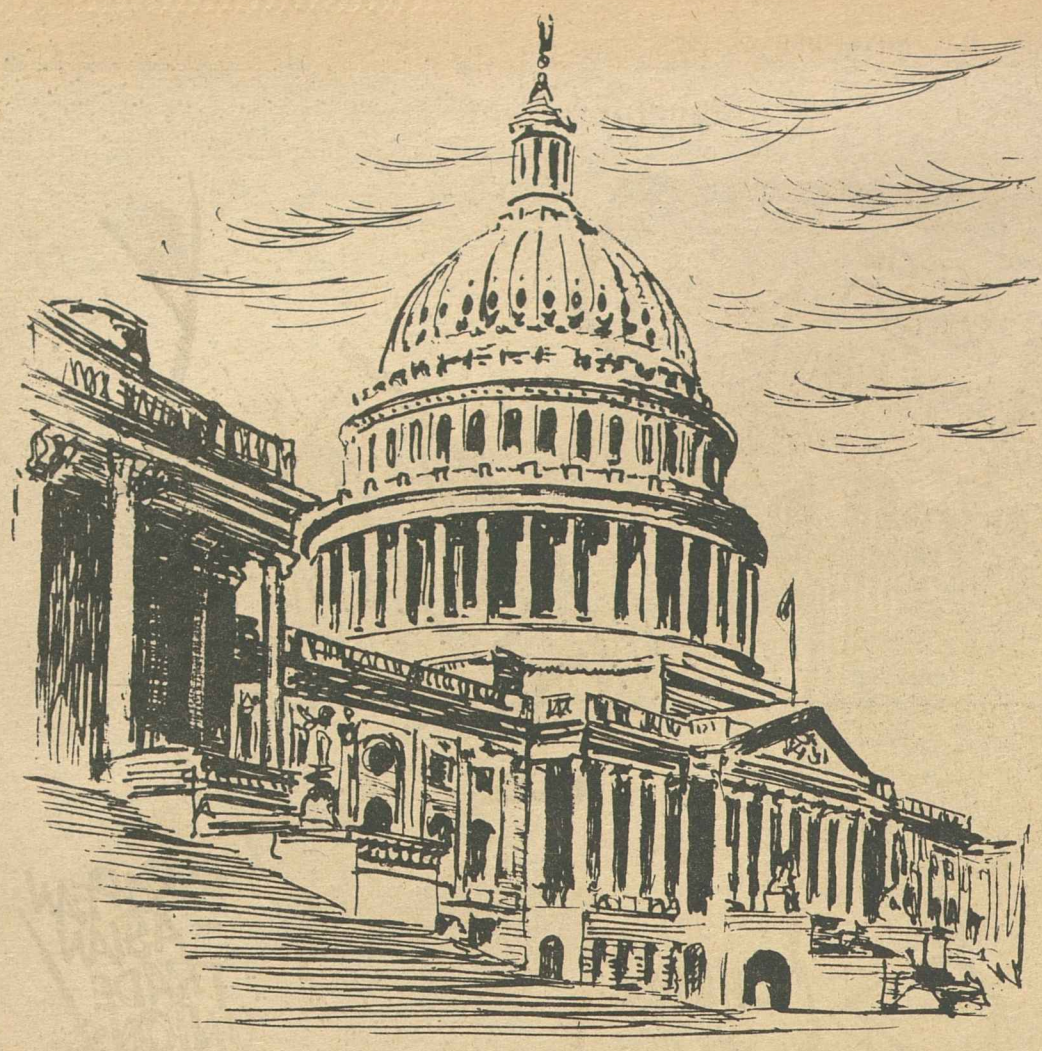
A Report On Congress —1977



By Andrew J. Biemiller
Director, AFL-CIO Dept. of Legislation

CONGRESS AND THE PRESIDENT are no longer shouting at each other. An eight-year period of divided government, marked by frequent vetoes and veto threats, ended with the election of a President and a majority of Congress from the same political party.

In accomplishments, however, this first session of the 95th Congress has made only a modest start on the unfinished business of the Nixon-Ford years and on new initiatives for jobs and social justice. On labor's scales, the notable improvement in the minimum wage must be balanced against the employer-engineered defeat of construction site picketing rights and a cave-in on oil cargo preference.

But if the Senate follows through in the second session, the 95th Congress will be notable for adding a long-overdue chapter to the National Labor Relations Act.

The progress of labor law reform during the first session demonstrated that the legislative and executive branches can work effectively together.

THE ADMINISTRATION BILL that was introduced last July was shaped in consultation with the members of Congress who would have the responsibility for steering it through the House and Senate. Extensive hearings built a compelling case for its enactment. And, very significantly, labor and its allies mobilized a grass roots support that on this issue overwhelmed the very strong employer lobby.

Some compromises were made in moving the bill through the House, but the really destructive amendments were easily beaten.

Labor's legislative interests are broad, as the rollcalls in this section demonstrate. But there would be no strong liberal force on Capitol Hill if its labor component were weak. The labor movement exists because America's workers have the right to organize and bargain collectively. But if that right is eroded because employers have discovered that it exists only on paper and cannot effectively be enforced, the rule of law would be replaced by industrial anarchy.

The labor law reform bill is as important to the country as a whole as it is to America's workers and their unions.

THIS FIRST SESSION of the 95th Congress could and should have done more to stimulate a sagging economy. But to its credit, it did earmark more money than the President had initially budgeted for such stimulus programs as public works, public service jobs, youth employment and counter-cyclical aid to cities and states. And it is to the President's credit that, as economic recovery continued to lag, he joined in shaping an expanded jobs program.

For the second session, Congress has the opportunity to commit the United States to full employment by passing the Humphrey-Hawkins bill.

As the first session demonstrated, Administration support is not by itself assurance that a bill will become law.

White House endorsement helped strengthen mine safety programs and shift enforcement from the Interior Dept. to the Labor Dept. And it helped enactment of an effective strip mining control bill. Both union-supported measures had been blocked by vetoes or veto threats in the Ford Administration.

But Administration support of the oil cargo bill and the President's promise to sign a construction site picketing bill did not prevent their defeat. Ironically, both measures had passed Congress with votes to spare during the Ford Administration but had been killed by vetoes.

Likewise, Congress rejected labor-supported presidential proposals to link future increases in the minimum wage to a percentage of factory wages and to add a government contribution to the social security trust funds in years when high unemployment reduces the payroll tax.

The record of the first session underscores an important fact—that a strong back-home effort is needed to reinforce labor's program.

Where we have had such an effort, our legislative success has been greatest. That was true in the first session of Congress. It will undoubtedly be as true in the second session.

This special section carries labor's report card on the first session of the 95th Congress.

Congressmen have been judged on 23 key issues and Senators on 20—"R-right" or "W-wrong" on the basis of the position the AFL-CIO took on the legislation. The tables also include the cumulative voting record of each member since election to the House or Senate.

With the voting records are brief descriptions of the issues—what the vote was about and its importance to the labor movement and the nation. The issues marked with a √ are of prime importance to the labor movement. These are the first 10 votes in the House and the first 5 votes in the Senate. In the tabulations they are to the left of the rules.

A congressman or senator may claim he supported labor's position because he voted for final passage of a bill. But in many cases, the key vote was on an amendment that would have seriously weakened or greatly improved the bill. The votes used here are those considered most significant.

By Alexander E. Barkan
Director, AFL-CIO COPE

THE PURPOSE OF THE voting records carried on the following pages is to help determine how close senators and representatives came to the labor movement's measure on the important issues facing the nation.

There are bound to be disappointments on the pages inside. Few office holders measure up to a 100 percent standard. However, there are many who approach it, who have stood by the trade union position on most of the key votes in this first session of the 95th Congress.

It might be interesting in using these records to project some of the key battles shaping up politically in the 1978 elections. There will be many of them. And one thing is certain—those senators and representatives with good COPE voting records will be vigorously opposed by a new and formidable one-two combination—the so-called "new right wing" and the rapidly-burgeoning corporate political action committees.

Though they don't work hand in hand, they line up in opposition to candidates the labor movement supports and in support of candidates we oppose.

IN 1976 ELECTIONS corporate PACs contributed some $6 million mostly to conservative candidates. The likelihood is that this year contributions of such PACs will at least triple. In 1976 there were a relative handfull of them and they were new to the game. Today there are more than 450 corporate PACs with new ones forming every week.

That they can and will collect and contribute tremendous amounts of money mostly for anti-worker candidates—is beyond question, for they have the most effective fund-raising technique available to anyone: the not-so-subtle arm-twisting of the executive suite.

So, on the one hand we will be confronted by the wealth of the corporate PACs. On the other hand is an even more dangerous foe. It is the "new right." In addition to huge sums of money that it is able to cadge out of some ten million "true believers," the "new right" brings a new element to ultra-conservative politics in America, genuine organization.

The "new right" has developed sophisticated and accurate computerized mailing lists that can reach within a matter of days anyone or any group that has been part of a right-wing campaign or cause.

In can now identify potential support for its favored candidates. It recruits volunteers. It uses proven techniques to get out its vote. It provides organizational expertise to its candidates, media advice, polling, speech writing and preparation and distribution of literature.

FOR THE FIRST TIME in history, then, right wing political activists are in place and organized and ready to go in any campaign, at any time, anywhere in this country. This is what distinguishes the "new right" from previous right wing political movements. In the past, the candidate came first then the movement coalesced around him. Today, the movement comes first and is ready with full artillery to help any candidate it finds compatible.

Facing the combined forces of the newly effective political right wing and the fast-multiplying corporate PACs, the labor movement will have its political job cut out for it next year. We, of course, have weapons of our own. We register our members. We get them out to vote. We are able to contribute financially to endorsed candidates from funds contributed to COPE voluntarily by union members. But we have never been able, nor will we be able, to approach the funding potential of the "new right" and the corporate PACs.

We have in these voting records useful educational tools, and as such union leaders and members should make every effort to see that they get maximum distribution.

Not by their speeches but by their votes shall you know them. The pages inside tell you clearly and precisely what those votes have been.

How Your Representatives Voted

	1 Labor Law Reform (1)	2 Labor Law Reform (2)	3 Minimum Wage (1)	4 Minimum Wage (2)	5 Situs Picketing Rights	6 Hatch Act Reform	7 Cargo Equity	8 Strip Mining Controls	9 Food Stamps for Strikers	10 Job Safety	11 Economic Stimulus	12 Housing & Community Development	13 Federal Aid to Cities, States	14 Water Projects	15 Natural Gas Deregulation	16 Energy Tax Windfall	17 Nuclear Energy Development	18 Mine Safety	19 Davis-Bacon Wages	20 Social Security	21 Education and Health Funding	22 Rhodesia Boycott	23 Aid to Consumers	R	W
ALABAMA																									
1. Edwards (R)	W	W	W	W	W	W	R	W	R	R	W	R	A	R	W	W	R	A	W	W	R	W	R	20	125
2. Dickinson (R)	W	W	W	W	W	W	W	R	W	W	W	R	R	R	W	W	R	W	W	W	W	A	W	14	134
3. Nichols (D)	W	W	W	W	W	W	R	W	W	W	W	W	R	R	W	R	W	R	W	R	W	W	W	33	96
4. Bevill (D)	R	W	R	R	W	R	R	A	R	R	W	W	W	R	R	R	R	R	R	W	R	W	W	70	63
5. Flippo (D)	R	R	W	R	W	A	R	W	A	A	R	W	R	A	A	A	R	A	A	W	A	W	W	7	7
6. Buchanan (R)	R	W	R	R	W	W	R	R	W	R	W	R	W	R	W	W	R	R	W	W	R	R	R	31	116
7. Flowers (D)	R	W	W	R	W	R	R	W	R	W	R	W	R	R	W	W	R	R	R	A	R	W	W	48	72
ALASKA																									
AL Young (R)	R	R	R	R	W	R	R	R	W	W	W	W	R	R	W	A	R	R	W	W	R	W	W	36	47
ARIZONA																									
1. Rhodes (R)	W	W	W	W	W	W	W	W	W	W	W	R	R	R	W	W	R	W	W	W	W	W	W	19	182
2. Udall (D)	R	R	R	R	R	R	W	R	R	A	R	R	A	R	R	R	W	R	R	R	R	R	R	121	16
3. Stump (D)	W	W	W	W	W	W	W	W	W	W	W	W	A	R	W	W	R	W	W	W	W	W	W	2	20
4. Rudd (R)	W	W	W	W	W	W	W	W	W	W	W	R	R	R	W	W	R	W	W	W	W	W	W	4	19
ARKANSAS																									
1. Alexander (D)	R	R	W	W	W	R	W	R	R	W	R	W	R	R	R	W	R	W	R	W	R	R	R	66	46
2. Tucker (D)	R	R	R	R	W	R	W	R	R	R	R	W	A	W	R	R	R	R	R	R	R	R	W	17	5
3. Hammerschmidt(R)	W	W	W	W	W	W	W	A	W	W	W	W	R	R	W	W	R	W	W	W	R	W	W	22	112
4. Thornton (D)	R	R	R	R	W	R	R	A	R	R	R	W	R	R	R	W	R	R	R	R	R	W	W	57	31
CALIFORNIA																									
1. Johnson (D)	A	A	A	R	R	R	R	R	R	R	R	W	R	R	R	R	R	R	R	R	R	R	R	169	10
2. Clausen (R)	W	W	W	W	R	W	R	W	W	A	W	W	R	W	W	R	W	R	W	A	W	W	W	34	120
3. Moss (D)	R	R	R	R	R	W	R	R	R	A	R	W	R	R	R	R	W	R	R	R	R	R	A	190	9
4. Leggett (D)	R	R	R	R	R	R	R	A	R	R	R	R	A	R	R	R	W	A	R	R	R	R	R	145	8
5. Burton, J. (D)	R	R	R	R	R	R	R	R	R	R	A	R	A	W	R	R	W	R	R	W	R	R	R	61	7
6. Burton, P. (D)	R	R	R	R	R	R	R	R	R	R	R	R	W	W	R	R	W	R	R	R	R	R	R	141	8
7. Miller (D)	R	R	R	R	R	W	R	R	R	R	R	W	R	W	R	R	W	R	R	R	R	R	R	60	8
8. Dellums (D)	R	R	R	R	R	A	W	R	R	R	R	R	R	W	R	R	W	R	R	R	R	R	R	101	10
9. Stark (D)	R	R	R	R	R	R	A	A	R	A	R	W	R	W	R	R	W	R	R	A	R	R	R	77	7
10. Edwards (D)	R	R	R	R	R	R	W	R	R	R	R	W	R	W	R	R	W	R	R	R	R	R	W	148	10
11. Ryan (D)	A	R	W	R	W	R	R	R	R	R	R	W	W	W	R	R	W	A	R	R	R	R	R	69	16
12. McCloskey (R)	W	R	W	W	R	W	W	R	R	R	W	W	R	W	W	R	R	R	A	R	R	R	W	65	53
13. Mineta (D)	R	R	R	R	R	R	W	R	R	R	R	W	R	R	R	R	R	R	R	R	R	R	W	61	7
14. McFall (D)	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	189	8
15. Sisk (D)	R	A	R	R	A	A	R	W	A	R	R	R	W	W	R	R	R	R	R	R	R	R	R	169	15
16. Panetta (D)	R	R	R	R	R	R	W	R	R	W	R	W	R	W	R	R	R	W	W	R	W	R	W	16	7
17. Krebs (D)	R	R	R	R	W	R	W	R	R	W	R	W	R	R	R	R	W	R	R	R	R	R	R	54	15
18. Ketchum (R)	W	W	W	W	W	W	W	A	W	W	W	W	A	R	W	W	R	W	W	W	W	W	W	9	75
19. Lagomarsino (R)	W	W	W	W	W	W	W	R	W	W	W	W	W	R	W	W	R	W	W	R	W	W	W	13	67
20. Goldwater (R)	W	W	W	W	W	W	A	W	W	W	W	W	W	R	W	W	R	W	W	W	W	A	W	14	102
21. Corman (D)	A	R	R	R	R	R	R	R	R	R	R	W	A	W	R	R	W	R	R	R	R	R	W	155	142
22. Moorhead (R)	W	W	W	W	W	W	W	A	W	W	W	W	W	R	W	W	R	W	W	W	W	W	W	9	76
23. Beilenson (D)	R	R	R	R	W	R	W	R	R	R	R	W	R	W	R	R	W	R	R	R	R	R	R	18	5
24. Waxman (D)	R	R	R	R	R	W	R	R	R	R	R	W	W	W	R	W	R	W	R	R	A	R	A	57	9
25. Roybal (D)	R	R	R	R	R	R	R	R	R	R	R	W	R	R	R	R	W	R	R	R	R	R	R	151	132
26. Rousselot (R)	W	W	W	W	W	W	W	A	W	W	W	W	W	R	W	W	R	W	W	W	W	W	W	12	109
27. Dornan (R)	W	W	W	W	W	W	W	W	W	W	W	W	W	R	W	W	R	W	W	W	W	W	W	2	21
28. Burke (D)	R	R	R	R	R	R	R	A	R	R	R	W	R	R	R	R	W	R	R	R	R	R	R	63	5
29. Hawkins (D)	R	R	R	R	R	R	R	A	R	R	R	W	R	R	R	R	W	A	R	R	R	R	R	149	4
30. Danielson (D)	R	R	R	R	R	R	R	R	R	R	R	W	W	R	R	R	R	R	R	R	R	R	R	100	7
31. Wilson, C. (D)	R	R	R	R	R	R	R	A	R	R	R	W	R	W	W	R	A	R	W	R	A	A	A	130	11
32. Anderson (D)	W	R	R	R	R	R	R	R	R	R	R	W	A	R	R	R	W	R	R	W	R	R	W	111	13
33. Clawson (R)	W	W	W	W	W	W	W	W	W	W	W	A	W	R	W	W	R	W	W	A	W	W	W	15	131
34. Hannaford (D)	R	R	R	R	R	R	R	R	R	A	R	W	R	W	W	R	R	R	W	A	R	W	R	53	13
35. Lloyd (D)	R	R	R	R	R	R	R	R	R	R	R	W	R	R	R	R	R	R	R	W	R	R	R	60	8
36. Brown (D)	R	R	R	R	R	R	R	R	R	A	R	A	R	W	R	R	W	A	R	R	R	R	R	120	7
37. Pettis (R)	W	W	W	W	W	W	W	R	W	W	A	W	R	R	W	W	R	W	W	W	R	W	W	14	52
38. Patterson (D)	R	R	R	R	R	R	R	A	R	R	R	W	R	R	R	A	W	A	R	R	R	R	R	56	7
39. Wiggins (R)	W	W	W	W	W	W	W	A	W	A	W	W	W	A	W	W	R	W	W	W	A	W	W	15	108
40. Badham (R)	W	W	W	W	W	W	W	W	A	W	A	W	W	R	W	W	R	W	W	W	W	W	W	2	19
41. Wilson, B. (R)	W	R	W	W	W	W	R	W	W	W	R	W	R	R	W	W	R	W	W	W	R	W	R	35	163
42. Van Deerlin (D)	R	R	W	R	R	R	R	R	R	R	R	A	A	R	R	R	W	R	R	R	R	R	R	146	10
43. Burgener (R)	W	W	W	W	W	W	R	R	W	W	W	A	A	R	W	W	R	W	W	W	W	W	W	14	71
COLORADO																									
1. Schroeder (D)	R	R	R	R	R	R	W	R	R	R	R	R	W	W	W	W	W	R	R	W	R	R	W	67	23
2. Wirth (D)	R	R	W	R	R	R	W	R	R	R	R	R	R	W	R	W	R	R	R	R	R	R	R	57	11
3. Evans (D)	R	R	A	R	W	R	W	R	R	R	R	R	R	R	R	R	W	R	R	R	W	R	W	121	27
4. Johnson (R)	W	W	W	W	W	W	W	R	W	A	W	W	A	R	W	W	R	A	W	W	A	W	W	15	68
5. Armstrong (R)	W	W	W	W	W	W	W	R	W	W	W	R	R	W	W	R	W	W	W	W	W	W	W	9	82
CONNECTICUT																									
1. Cotter (D)	R	A	R	R	R	R	W	A	R	R	R	R	R	R	R	W	R	R	R	R	R	R	R	98	10
2. Dodd (D)	R	R	R	A	R	R	A	A	R	R	R	R	R	W	R	R	W	A	R	A	R	R	R	53	8
3. Giaimo (D)	R	R	R	R	R	R	R	R	R	R	R	R	R	W	W	R	W	A	A	R	R	R	W	147	22
4. McKinney (R)	W	R	R	W	R	A	W	R	A	A	R	R	R	W	A	A	W	A	A	W	A	R	R	60	40
5. Sarasin (R)	W	R	W	A	R	W	W	A	R	R	W	R	R	W	W	W	A	W	R	W	R	W	R	57	37
6. Moffett (D)	R	R	R	R	R	R	W	R	R	R	R	R	R	W	R	R	W	R	R	R	R	R	W	59	8

	1 Labor Law Reform (1)	2 Labor Law Reform (2)	3 Minimum Wage (1)	4 Minimum Wage (2)	5 Situs Picketing Rights	6 Hatch Act Reform	7 Cargo Equity	8 Strip Mining Controls	9 Food Stamps for Strikers	10 Job Safety	11 Economic Stimulus	12 Housing & Community Development	13 Federal Aid to Cities, States	14 Water Projects	15 Natural Gas Deregulation	16 Energy Tax Windfall	17 Nuclear Energy Development	18 Mine Safety	19 Davis-Bacon Wages	20 Social Security	21 Education and Health Funding	22 Rhodesia Boycott	23 Aid to Consumers	R	W
DELAWARE																									
AL Evans (R)	W	W	W	W	W	W	W	R	R	W	W	R	R	W	W	W	R	W	W	W	W	R	A	6	16
FLORIDA																									
1. Sikes (D)	R	W	W	W	W	R	R	A	W	W	W	W	R	R	R	R	R	R	W	W	R	W	W	75	131
2. Fuqua (D)	R	W	R	W	W	R	W	A	W	W	W	W	R	A	W	R	R	R	R	W	R	R	W	50	99
3. Bennett (D)	W	R	R	W	R	W	R	R	W	W	W	W	R	R	R	R	R	R	R	W	W	W	W	94	121
4. Chappell (D)	R	W	W	W	W	W	R	A	W	W	W	W	R	R	W	W	R	W	R	A	R	W	W	39	80
5. Kelly (R)	W	W	W	W	W	W	W	W	W	W	W	W	R	W	W	W	R	W	W	W	R	W	W	7	61
6. Young (R)	W	W	W	W	W	W	W	R	W	W	W	W	R	W	W	W	R	W	W	W	R	W	W	20	94
7. Gibbons (D)	R	R	W	R	W	R	W	R	W	R	W	W	A	R	R	R	A	R	W	R	R	W	R	100	53
8. Ireland (D)	W	W	W	W	W	W	W	A	W	W	R	W	A	W	W	R	R	R	W	W	A	R	R	6	14
9. Frey (R)	W	W	W	W	W	W	W	R	W	W	W	W	R	W	W	W	R	W	W	W	R	A	W	16	106
10. Bafalis (R)	W	W	W	W	W	W	W	A	W	W	W	W	R	R	W	W	R	A	W	W	R	W	W	17	70
11. Rogers (D)	R	W	W	W	W	W	R	R	W	W	W	W	R	W	R	R	W	R	W	R	W	R	R	74	127
12. Burke (R)	W	W	W	W	W	W	W	A	W	W	W	W	R	R	W	W	R	W	W	W	R	W	R	24	105
13. Lehman (D)	R	R	R	R	R	R	W	R	R	R	R	R	R	W	R	W	W	R	R	W	R	R	R	78	11
14. Pepper (D)	R	R	R	A	R	R	A	R	R	R	R	W	R	R	R	R	W	R	R	W	R	R	R	144	9
15. Fascell (D)	R	R	R	R	R	R	W	R	R	R	R	R	R	W	R	W	W	R	R	W	R	R	R	162	36
GEORGIA																									
1. Ginn (D)	R	W	R	W	W	R	R	R	W	W	W	R	R	R	R	R	R	R	W	W	W	R	W	44	47
2. Mathis (D)	W	W	W	W	W	W	R	R	W	W	W	W	R	R	R	W	R	W	W	W	W	W	W	31	79
3. Brinkley (D)	R	W	W	W	W	R	R	A	W	W	W	R	R	R	W	R	R	A	W	W	R	W	W	48	87
4. Levitas (D)	R	W	R	W	W	R	W	R	W	W	W	R	W	R	R	R	W	W	W	W	R	R	W	35	34
5. Fowler (D)	R	W	R	R	*	R	W	R	W	W	*	R	R	W	R	R	W	W	W	W	R	*	*	10	9
6. Flynt (D)	W	W	W	W	W	W	W	R	W	A	W	R	W	R	W	W	R	W	W	W	W	W	W	40	142
7. McDonald (D)	W	W	W	W	W	W	W	W	W	W	W	W	R	W	W	W	R	W	W	W	W	W	W	7	62
8. Evans (D)	R	W	W	W	W	R	R	A	W	A	A	W	R	R	R	W	W	W	W	R	W	W	W	7	13
9. Jenkins (D)	R	W	W	W	W	A	W	A	W	W	R	W	A	R	R	W	W	W	W	R	R	W	W	6	14
10. Barnard (D)	W	W	W	W	W	R	W	A	W	W	R	R	R	R	W	R	W	A	W	W	R	W	A	7	13
HAWAII																									
1. Heftel (D)	R	R	R	R	R	R	R	A	R	R	R	W	A	R	R	R	W	W	R	R	R	R	R	18	3
2. Akaka (D)	R	R	R	R	R	R	R	R	R	R	R	W	R	R	R	R	W	R	R	R	R	R	W	20	3
IDAHO																									
1. Symms (R)	W	W	W	W	W	W	W	W	W	W	W	W	W	R	W	W	R	W	W	W	W	W	W	7	82
2. Hansen (R)	W	W	W	W	W	W	W	W	W	W	W	A	W	R	W	W	R	W	W	W	W	W	W	7	81
ILLINOIS																									
1. Metcalfe (D)	R	R	R	A	R	A	A	A	R	R	R	R	A	W	W	R	W	A	R	R	R	R	R	87	9
2. Murphy (D)	R	R	R	R	R	R	R	A	R	R	R	R	W	W	R	R	A	R	R	R	R	R	R	97	9
3. Russo (D)	R	R	R	R	R	R	R	R	R	R	R	A	W	R	R	R	R	R	W	R	R	R	R	57	11
4. Derwinski (R)	R	W	W	W	W	W	W	W	W	W	W	R	W	W	W	W	R	W	W	W	W	W	R	21	155
5. Fary (D)	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	52	2
6. Hyde (R)	W	W	W	W	W	W	W	R	R	R	W	R	W	W	W	W	R	W	W	W	R	W	R	15	54
7. Collins (D)	A	R	R	R	A	R	R	R	R	R	R	R	W	R	R	R	A	R	R	R	A	R	R	75	5
8. Rostenkowski (D)	R	R	R	R	R	R	R	R	R	R	R	R	W	R	R	R	A	R	R	R	R	R	R	165	11
9. Yates (D)	R	R	R	R	R	R	W	R	R	R	R	R	W	R	R	W	R	W	R	R	R	R	R	188	14
10. Mikva (D)	R	R	R	R	R	R	W	R	R	R	R	R	W	R	R	W	A	W	R	R	R	W	R	86	12
11. Annunzio (D)	R	R	R	R	R	R	R	R	R	R	R	R	W	R	R	R	R	R	R	R	R	R	R	141	8
12. Crane (R)	W	W	W	W	W	W	W	A	W	W	W	R	W	R	W	W	R	W	W	W	W	W	W	10	105
13. McClory (R)	W	W	W	W	W	W	W	W	W	W	W	W	R	W	R	W	W	R	W	W	R	R	W	26	133
14. Erlenborn (R)	W	W	W	W	W	W	W	W	W	R	W	R	W	R	W	R	W	W	W	W	R	W	W	16	122
15. Corcoran (R)	W	W	W	W	W	W	W	W	W	W	W	R	W	W	W	W	R	W	W	W	W	W	W	2	21
16. Anderson (R)	W	W	W	W	W	W	W	R	W	R	W	R	W	W	W	A	R	W	W	W	R	R	A	44	121
17. O'Brien (R)	W	W	W	W	W	W	W	W	R	W	W	R	W	W	W	W	R	W	R	A	W	W	W	16	71
18. Michel (R)	W	W	W	W	W	W	W	W	W	W	W	R	W	W	W	A	R	W	W	W	W	W	W	27	162
19. Railsback (R)	W	R	W	W	W	W	W	A	R	R	W	R	W	W	W	R	W	R	W	R	R	R	R	53	75
20. Findley (R)	W	W	W	W	W	W	W	R	R	R	W	R	W	R	W	W	W	W	W	W	W	A	R	27	140
21. Madigan (R)	W	W	W	R	W	R	W	R	R	R	W	A	W	W	W	W	R	R	R	W	R	W	W	29	59
22. Shipley (D)	R	R	R	R	R	R	R	A	R	R	R	W	R	W	R	W	R	R	R	W	R	W	R	136	34
23. Price (D)	R	R	R	R	R	R	R	A	R	R	R	A	A	R	R	R	R	R	R	R	R	R	R	209	2
24. Simon (D)	R	R	W	A	R	R	W	R	R	R	R	R	R	W	R	W	W	R	R	W	R	R	R	54	12
INDIANA																									
1. Benjamin (D)	R	R	R	R	R	R	R	W	R	R	R	R	W	R	R	R	R	R	R	R	R	R	R	21	2
2. Fithian (D)	R	R	W	R	R	R	R	A	R	R	W	R	A	W	R	R	W	R	R	W	R	R	W	46	18
3. Brademas (D)	R	R	R	R	R	R	W	R	A	R	R	R	W	R	R	W	R	R	R	R	R	R	R	171	8
4. Quayle (R)	W	W	W	W	W	W	W	A	W	W	W	R	W	W	W	W	W	R	A	W	W	W	W	2	19
5. Hillis (R)	R	R	W	W	W	R	W	W	R	R	W	A	W	W	W	W	R	W	R	W	R	R	W	43	62
6. Evans (D)	R	R	W	W	R	R	W	A	R	R	W	R	W	W	W	R	R	A	R	W	R	A	W	42	21
7. Myers (R)	W	W	W	W	W	W	W	W	W	W	W	R	W	R	W	W	R	A	R	W	R	W	W	22	114
8. Cornwell (D)	R	R	R	W	R	R	R	R	R	R	R	R	W	W	W	W	R	R	R	W	R	R	W	16	7
9. Hamilton (D)	R	R	W	R	W	R	W	R	R	R	R	R	W	W	R	W	W	A	R	R	R	R	W	105	44
10. Sharp (D)	R	R	W	R	R	R	W	R	R	R	W	R	W	R	W	R	R	W	R	R	R	R	W	48	21
11. Jacobs (D)	R	R	W	R	R	R	W	W	R	W	W	W	W	W	R	R	W	W	R	R	R	R	W	97	31

Key to Symbols

R Voted Right or was Paired Right.
W Voted Wrong or was Paired Wrong.
A Absent and not paired.
* Not in Congress at time.

The number before each name shows the congressional district.

1. Labor Law Reform (1)

Conservatives were defeated in an attempt to sidetrack the Labor Law Reform bill and substitute for it an anti-union, employer-backed measure. By a 267-152 count on Oct. 4 the House, in a procedural vote, in effect upheld the rule which only allowed for debate on amendments germane to the substance of the Labor Law Reform legislation. Thus consideration of the anti-worker bill was blocked.

For the rule—Right. Against—Wrong.

2. Labor Law Reform (2)

In 1977 the House approved labor law reform legislation designed to better protect a worker's right to seek union representation. Endorsed by President Carter, the bill expedites the administration and procedures of the National Labor Relations Act while also strengthening penalties against labor law violators. The package of reforms contained in the legislation represents the most important revision in labor law since passage of the 1935 Wagner Act. Overcoming the concerted opposition of business and right-wing groups the House on Oct. 6 approved its version of the legislation by a 257-163 vote.

For—Right. Against—Wrong.

3. Minimum Wage (1)

The House rejected a move to establish a submini-

mum wage rate for non-student workers aged 18 or younger. An amendment offered by Rep. Robert Cornell (D-Wis.) would have allowed employers to pay these workers 85 percent of the minimum wage for the first six months. The AFL-CIO opposed the amendment on the basis that it would not relieve high teenage unemployment and would cause displacement of older workers by younger workers who could be paid less. The House rejected the amendment by a narrow 210-211 vote on Sept. 15.

For—Wrong. Against—Right.

4. Minimum Wage (2)

President Carter on Nov. 1 signed into law labor-backed minimum wage legislation. The final bill increased the minimum wage rate in four steps from the current $2.30 to $3.35 by 1981. The bill also made other significant improvements in the fair wage law. Despite strong opposition from business groups, the House on Oct. 20, approved the conference report on the bill by a 236-187 vote.

For—Right. Against—Wrong.

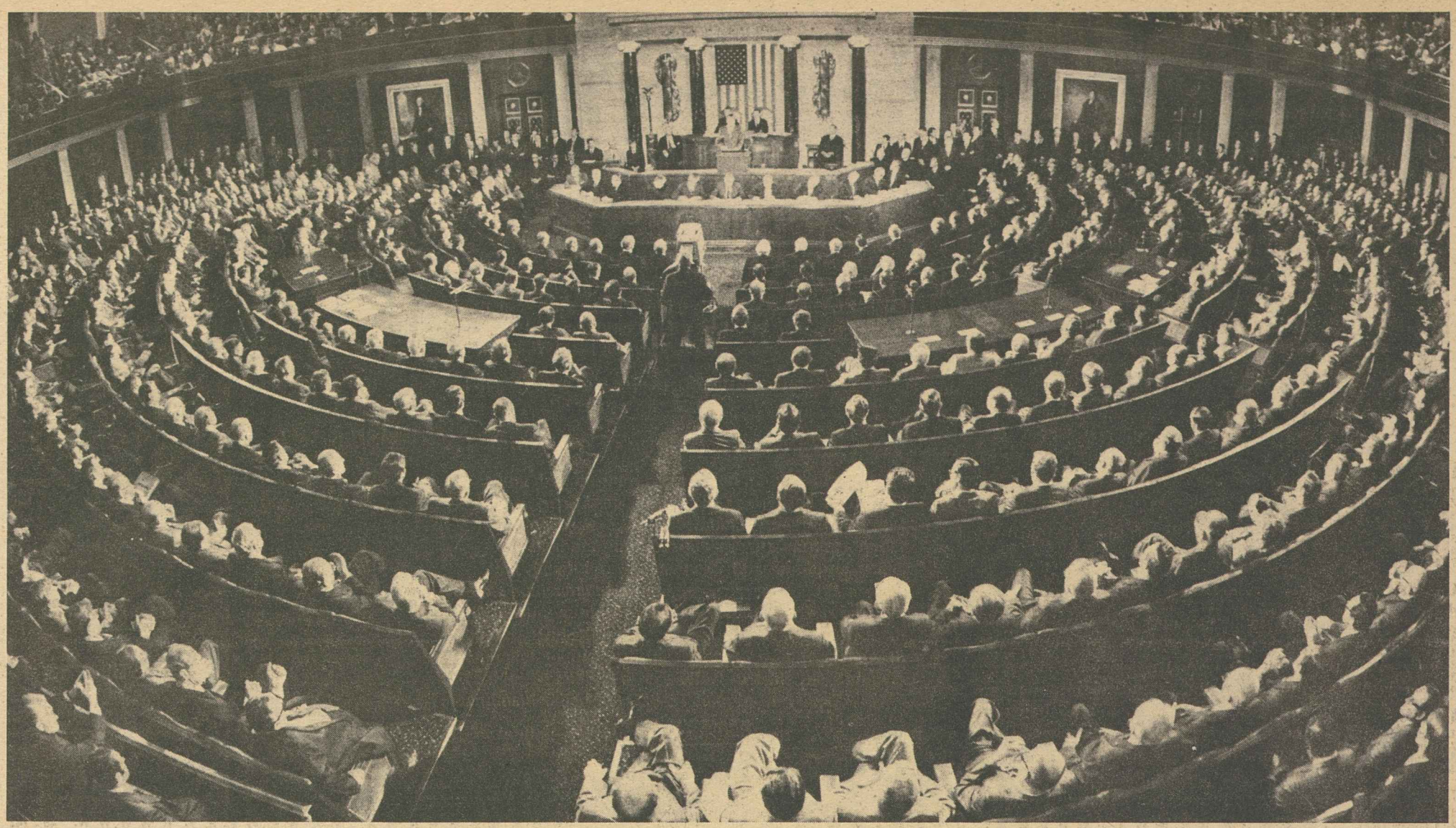
5. Situs Picketing Rights

House conservatives backed by some moderate Democrats helped defeat passage of labor-backed situs picketing. The legislation, a goal of organized labor for over a quarter of a century, would have reinstated equal rights for building trades workers to picket an entire job site—a right which industrial workers now have. By a 205-217 vote the House rejected the bill on March 23.

For—Right. Against—Wrong.

6. Hatch Act Reform

In debate on the Hatch Act Reform bill, Rep. John Ashbrook (R-Ohio) succeeded in securing House approval of an amendment to disallow unions from using funds for such legal political activities as non-partisan voter registration drives and get-out-the-vote efforts. Later, however, the House approved by a 266-139 vote on June 7 an amendment by Rep.



	1 Labor Law Reform (1)	2 Labor Law Reform (2)	3 Minimum Wage (1)	4 Minimum Wage (2)	5 Situs Picketing Rights	6 Hatch Act Reform	7 Cargo Equity	8 Strip Mining Controls	9 Food Stamps for Strikers	10 Job Safety	11 Economic Stimulus	12 Housing & Community Development	13 Federal Aid to Cities, States	14 Water Projects	15 Natural Gas Deregulation	16 Energy Tax Windfall	17 Nuclear Energy Development	18 Mine Safety	19 Davis-Bacon Wages	20 Social Security	21 Education and Health Funding	22 Rhodesia Boycott	23 Aid to Consumers	R	W
IOWA																									
1. Leach (R)	W	W	W	W	W	W	W	W	R	W	W	R	W	W	R	R	W	W	W	W	R	R	R	7	16
2. Blouin (D)	R	R	R	R	R	R	W	A	R	R	R	R	W	W	R	R	W	R	W	R	R	R	W	57	11
3. Grassley (R)	W	W	W	W	W	W	W	W	W	W	W	R	W	R	W	W	R	W	W	W	R	W	W	13	56
4. Smith (D)	R	R	A	R	R	R	W	R	R	R	R	W	A	R	R	R	R	R	R	R	R	R	A	156	18
5. Harkin (D)	R	R	R	W	A	R	W	A	R	R	R	R	W	W	R	R	W	R	R	W	R	R	R	47	16
6. Bedell (D)	R	R	R	W	W	R	W	R	R	R	R	R	W	W	R	R	W	W	R	R	R	R	W	46	23
KANSAS																									
1. Sebelius (R)	W	W	W	W	W	W	W	A	W	A	W	R	W	R	W	W	R	W	W	W	A	W	W	17	102
2. Keys (D)	R	R	W	R	R	R	W	R	R	R	R	W	W	R	R	W	W	R	R	R	R	R	R	54	14
3. Winn (R)	W	W	W	W	W	W	W	W	W	W	W	R	A	R	W	W	R	W	W	R	R	W	W	26	107
4. Glickman (D)	R	R	R	R	R	R	W	R	W	R	R	R	W	R	W	R	W	W	R	W	R	R	W	15	8
5. Skubitz (R)	W	W	W	W	W	R	W	W	W	R	W	R	W	R	W	A	R	W	W	W	W	W	W	28	129
KENTUCKY																									
1. Hubbard (D)	R	R	R	W	W	R	R	W	R	R	W	W	W	R	W	R	R	W	R	W	R	W	W	39	29
2. Natcher (D)	R	R	R	R	W	R	W	R	R	R	R	W	W	R	R	W	W	R	R	W	R	R	W	151	54
3. Mazzoli (D)	R	R	R	R	R	R	W	A	R	R	R	R	W	W	R	R	R	A	R	R	R	R	R	84	30
4. Snyder (R)	W	W	W	W	W	W	R	A	W	W	W	R	W	R	R	W	R	R	W	W	W	W	W	30	117
5. Carter (R)	W	W	W	W	W	W	W	W	R	W	W	A	W	R	R	W	R	R	R	W	R	W	R	45	100
6. Breckinridge (D)	R	R	W	R	W	W	R	R	W	R	R	W	W	R	R	R	R	R	R	W	R	R	W	62	29
7. Perkins (D)	R	R	R	R	R	R	R	R	R	R	R	W	R	R	R	R	R	R	R	W	R	R	R	198	14
LOUISIANA																									
1. Livingston (R)	W	W	W	W	*	*	R	*	*	*	*	*	*	*	*	*	R	*	*	W	*	*	*	2	5
2. Boggs (D)	R	R	R	W	A	R	R	A	R	R	R	R	R	R	W	W	R	W	R	W	R	R	R	66	20
3. Treen (R)	W	W	W	W	W	W	W	W	W	W	W	W	W	R	W	W	R	W	W	W	W	W	W	8	78
4. Waggonner (D)	W	W	W	W	W	W	R	W	W	W	W	W	R	W	W	W	R	W	W	W	R	W	W	31	134
5. Huckaby (D)	W	W	W	W	W	W	R	R	W	W	A	W	R	R	W	W	R	W	W	W	R	W	W	6	16
6. Moore (R)	W	W	W	W	W	W	W	W	W	W	W	W	W	R	W	W	R	W	W	W	W	W	W	9	60
7. Breaux (D)	R	R	W	W	W	R	W	A	R	A	R	W	R	R	W	W	R	W	W	W	A	W	R	42	43
8. Long (D)	R	R	R	W	R	W	R	R	R	W	R	W	R	R	W	W	R	W	R	R	R	R	R	78	59
MAINE																									
1. Emery (R)	W	R	W	R	W	W	R	R	W	W	W	R	R	W	W	R	W	R	W	W	R	R	R	34	34
2. Cohen (R)	W	R	A	R	W	W	W	R	W	R	W	R	R	W	R	R	W	R	R	W	R	R	R	52	38
MARYLAND																									
1. Bauman (R)	W	W	W	W	W	W	R	W	W	W	W	R	W	W	W	W	R	W	W	W	W	W	W	11	75
2. Long (D)	R	R	W	R	W	R	R	R	R	R	R	W	R	R	W	R	R	R	W	W	R	R	W	116	41
3. Mikulski (D)	R	R	R	R	R	R	R	R	R	R	R	R	W	R	R	W	R	R	R	W	R	R	R	20	3
4. Holt (R)	R	W	W	W	W	W	W	W	W	W	W	R	W	R	W	A	R	W	W	W	R	W	W	13	76
5. Spellman (D)	R	R	R	R	R	R	R	R	R	R	R	R	W	W	R	R	W	R	R	R	R	R	R	59	9
6. Byron (D)	R	W	R	W	W	R	R	R	W	W	W	R	W	W	W	W	R	A	W	W	R	W	W	35	76
7. Mitchell (D)	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	W	R	R	R	R	R	R	105	7
8. Steers (R)	W	R	R	W	W	A	W	R	R	A	R	R	W	A	R	R	W	R	W	W	A	R	R	11	8
MASSACHUSETTS																									
1. Conte (R)	R	R	W	R	R	R	W	R	R	R	R	R	R	W	R	R	W	R	R	W	R	R	R	110	72
2. Boland (D)	R	R	R	R	R	R	W	A	R	R	R	R	R	R	R	W	A	R	R	R	R	R	R	190	16
3. Early (D)	R	R	R	R	R	R	W	A	R	R	R	R	W	R	R	W	A	R	W	R	R	R	R	58	9
4. Drinan (D)	R	R	R	R	R	R	W	R	R	R	R	R	W	W	R	R	W	R	W	W	R	R	R	98	15
5. Tsongas (D)	R	R	R	R	R	R	W	R	R	R	R	R	R	W	R	R	W	R	R	W	R	R	R	60	7
6. Harrington (D)	R	R	R	R	R	R	W	A	R	R	R	R	R	W	R	R	W	A	R	W	R	R	R	105	13
7. Markey (D)	R	R	R	R	R	R	W	R	R	R	R	R	W	W	R	R	W	R	R	W	R	R	R	18	5
8. O'Neill (D)				R										(Speaker)										173	9
9. Moakley (D)	R	A	R	R	R	R	R	A	R	R	R	R	W	W	R	R	W	R	R	W	R	R	R	81	7
10. Heckler (R)	R	R	W	R	R	R	W	R	R	R	R	R	W	W	R	W	W	R	W	W	R	R	R	92	39
11. Burke (D)	R	R	R	R	R	R	R	R	R	A	R	R	W	A	R	R	W	R	R	R	A	R	R	172	9
12. Studds (D)	R	R	R	R	R	R	W	R	R	R	R	R	R	W	R	R	W	R	R	W	R	R	R	82	9

Bill Clay (D-Mo.) effectively nullifing the anti-union Ashbrook amendment.

For—Right. Against—Wrong.

7. Cargo Equity

To help rebuild the American Merchant Marine, protect the maritime environment and better assure the security of a portion of oil imports, the AFL-CIO backed legislation mandating that a percentage of U.S. oil be carried in American ships. With only 3 percent of oil imports now carried in American vessels, the bill would have boosted that percentage to 9.5 percent by 1981. The legislation would have created an estimated 20,000 maritime related jobs. The House, however, defeated the bill by a 165-257 vote on Oct. 19.

For—Right. Against—Wrong.

8. Strip Mining Controls

The AFL-CIO endorsed legislation vetoed twice by President Ford providing for federal minimum standards for state strip mining control laws. This environmental bill was signed into law by President Carter in 1977. During House consideration, Rep. Robert Bauman (R-Md.) attempted to have the bill killed by recommitting it to committee. His effort failed by an 83-228 vote on Apr. 29.

For recommittal—Wrong. Against—Right.

Key to Symbols

R Voted Right or was Paired Right.
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9. Food Stamps For Strikers

Striking workers and their families are entitled to food stamps as long as they comply with the stringent eligibility requirements under the program. During House consideration of a 1977 farm bill which included a four-year extension of the food stamp program, Rep. Richard Kelly (R-Fla.) offered an amendment to deny food stamps to strikers and their families. The House rejected the Kelly amendment by a 170-249 vote on July 27.

For—Wrong. Against—Right.

10. Job Safety

Every year since passage of the landmark job safety law, conservatives have attempted to weaken the Occupational Safety & Health Act. In 1977 Rep. Steven Symms (R-Idaho) tried to slash OSHA funding by $6.3 million for fiscal 1978. The House rejected this effort by a 162-231 vote on June 16.

For—Wrong. Against—Right.

11. Economic Stimulus

Reacting to the need to provide more funds for economic recovery, the House, as part of its third budget resolution revising federal spending for fiscal year 1977, increased President Carter's proposed spending for jobs and local assistance. The extra monies were targeted to such programs as public works, public service jobs and youth employment. The conference report which added $3.4 billion for these economic stimulus programs was approved by a 226-173 vote on Mar. 4.

For—Right. Against—Wrong.

12. Community Development Aid

In 1977 Congress completed action on legislation extending community development funding assistance to financially depressed cities and locales. During debate on the legislation an effort was made to delete a labor-backed spending formula giving priority to those urban areas most in need. The amendment offered by Rep. Mark Hannaford (D-Calif.) was defeated 149-261 on May 10.

For—Wrong. Against—Right.

How Your Representatives Voted

	1 Labor Law Reform (1)	2 Labor Law Reform (2)	3 Minimum Wage (1)	4 Minimum Wage (2)	5 Situs Picketing Rights	6 Hatch Act Reform	7 Cargo Equity	8 Strip Mining Controls	9 Food Stamps for Strikers	10 Job Safety	11 Economic Stimulus	12 Housing & Community Development	13 Federal Aid to Cities, States	14 Water Projects	15 Natural Gas Deregulation	16 Energy Tax Windfall	17 Nuclear Energy Development	18 Mine Safety	19 Davis-Bacon Wages	20 Social Security	21 Education and Health Funding	22 Rhodesia Boycott	23 Aid to Consumers	R Cumulative Voting Record	W
MICHIGAN																									
1. Conyers (D)	R	R	R	R	R	R	W	R	R	R	W	R	R	W	R	R	W	R	R	R	R	R	R	124	14
2. Pursell (R)	W	R	W	W	R	W	W	R	R	R	W	R	R	W	W	W	W	R	R	W	R	A	A	10	11
3. Brown (R)	W	W	W	W	W	W	W	W	W	W	W	R	R	W	W	W	R	W	W	W	R	W	W	31	102
4. Stockman (R)	W	W	W	A	W	W	W	R	W	W	W	R	R	W	W	W	A	W	W	A	W	R	W	4	16
5. Sawyer (R)	W	W	W	W	W	A	W	A	W	W	W	R	R	W	W	W	R	A	W	W	R	R	W	5	15
6. Carr (D)	R	R	R	R	R	R	W	R	R	R	R	R	R	W	R	W	W	R	R	R	R	R	R	67	10
7. Kildee (D)	R	R	R	R	R	R	W	R	R	R	R	R	R	W	R	R	W	R	R	R	R	R	R	20	3
8. Traxler (D)	R	R	R	R	R	R	W	A	R	W	R	R	R	W	R	R	W	R	R	W	W	R	R	59	10
9. Vander Jagt (R)	W	A	W	W	A	W	W	W	W	W	W	W	R	W	W	W	R	A	W	W	R	A	W	24	104
10. Cederberg (R)	W	A	W	W	W	W	W	A	W	W	W	R	R	W	W	W	R	W	W	W	W	W	W	16	183
11. Ruppe (R)	W	R	W	W	W	W	W	A	R	R	W	R	R	W	W	W	W	R	R	W	R	A	W	49	76
12. Bonior (D)	R	R	R	R	R	R	R	R	R	R	R	R	R	W	R	R	W	R	R	R	R	R	R	21	2
13. Diggs (D)	A	R	R	R	R	R	R	A	R	A	R	R	R	R	R	R	W	R	R	A	R	R	R	170	8
14. Nedzi (D)	R	R	R	R	R	R	R	R	R	R	R	R	R	W	R	R	W	R	R	R	R	R	R	155	10
15. Ford (D)	R	R	R	R	R	R	R	R	R	R	R	A	R	R	R	R	W	R	R	R	R	R	A	134	6
16. Dingell (D)	R	R	R	R	R	R	R	R	R	R	R	R	R	W	R	R	W	R	R	R	R	R	R	179	10
17. Brodhead (D)	R	R	R	R	R	R	R	R	R	R	R	R	R	W	R	R	W	R	R	R	R	R	R	62	6
18. Blanchard (D)	R	R	R	R	R	R	R	R	R	R	R	R	R	W	R	R	W	R	R	W	R	R	R	61	8
19. Broomfield (R)	W	W	W	W	W	W	W	W	W	W	W	R	R	W	W	R	R	W	W	W	R	R	W	31	94
MINNESOTA																									
1. Quie (R)	W	R	W	R	W	W	W	R	R	R	W	R	W	R	W	W	R	W	R	W	R	R	A	41	142
2. Hagedorn (R)	W	W	W	W	W	W	W	R	W	W	W	R	W	R	W	W	R	W	W	W	W	W	W	9	59
3. Frenzell (R)	W	R	W	W	W	W	W	A	W	R	W	R	W	W	W	W	R	W	W	W	W	R	R	22	89
4. Vento (D)	R	R	R	R	R	R	R	R	R	R	R	W	W	R	R	W	R	R	R	R	R	R	R	20	3
5. Fraser (D)	R	R	R	R	R	R	W	A	R	R	R	A	W	W	R	R	W	A	R	R	R	R	R	131	13
6. Nolan (D)	R	R	R	R	R	R	R	R	R	R	R	R	R	W	R	R	W	A	R	R	R	R	R	62	6
7. Stangeland (R)	W	W	W	W	W	W	W	R	W	W	W	W	W	R	W	W	R	W	W	W	R	W	W	3	20
8. Oberstar (D)	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	W	R	R	R	R	R	R	64	5
MISSISSIPPI																									
1. Whitten (D)	R	W	W	W	W	W	W	R	R	R	R	W	R	R	R	W	R	W	W	W	R	W	W	56	154
2. Bowen (D)	R	W	W	W	W	R	R	W	R	W	R	W	R	R	W	W	R	W	W	W	R	W	W	34	56
3. Montgomery (D)	W	W	W	W	W	W	R	A	W	W	W	W	A	R	W	W	R	W	W	W	W	W	W	16	116
4. Cochran (R)	W	W	W	W	W	W	W	W	W	W	W	A	R	R	W	W	R	W	W	W	R	W	W	20	66
5. Lott (R)	W	A	W	W	W	W	R	W	W	W	W	W	R	R	W	W	R	W	W	W	R	W	W	18	69
MISSOURI																									
1. Clay (D)	R	R	R	R	R	R	R	A	R	R	R	R	A	R	R	R	W	R	R	R	R	R	R	103	6
2. Young (D)	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	W	R	R	R	R	R	W	21	2
3. Gephardt (D)	R	R	R	W	R	R	W	R	R	R	R	R	W	R	R	W	R	R	W	W	R	R	W	16	7
4. Skelton (D)	R	R	R	R	W	A	W	R	R	W	R	W	R	R	R	R	A	R	W	R	R	W	R	15	6
5. Bolling (D)	R	R	R	R	R	R	R	R	R	R	A	R	A	W	R	R	A	R	R	A	R	R	R	190	7
6. Coleman (R)	W	W	W	W	W	W	R	W	W	W	W	R	W	W	W	W	R	W	W	W	W	R	W	4	19
7. Taylor (R)	W	W	W	W	W	W	W	A	W	W	W	W	W	R	W	W	W	R	W	W	W	W	W	8	80
8. Ichord (D)	W	W	W	W	R	W	W	A	W	W	W	W	A	R	W	W	R	W	W	W	W	R	W	66	93
9. Volkmer (D)	R	R	R	R	W	R	W	A	R	W	R	W	R	R	W	W	R	R	W	R	R	W	R	15	7
10. Burlison (D)	R	W	R	R	R	R	W	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	96	31
MONTANA																									
1. Baucus (D)	R	R	W	R	R	R	W	R	R	R	R	W	R	W	W	R	R	W	R	R	W	R	W	53	16
2. Marlenee (R)	A	A	W	W	W	W	W	R	W	W	W	R	W	R	W	W	W	W	W	W	R	W	W	4	17
NEBRASKA																									
1. Thone (R)	W	W	W	W	W	W	W	R	W	W	W	R	W	R	W	W	R	W	W	W	R	W	W	19	95
2. Cavanaugh (D)	R	R	R	R	W	R	W	A	R	R	R	W	W	R	R	W	R	R	R	R	R	W	W	16	6
3. Smith (R)	W	W	W	W	W	W	W	W	W	W	W	R	W	R	W	W	R	W	W	W	R	W	W	9	59
NEVADA																									
AL Santini (D)	R	W	W	R	W	R	R	R	W	W	W	W	R	R	W	R	R	W	R	W	R	A	W	36	32
NEW HAMPSHIRE																									
1. D'Amours (D)	R	R	W	R	W	R	R	R	R	R	R	R	W	W	R	R	W	R	R	W	R	R	R	51	18
2. Cleveland (R)	W	R	W	W	W	W	W	A	R	A	W	R	W	W	W	W	R	R	R	W	A	W	R	36	118
New Jersey																									
1. Florio (D)	R	R	R	R	R	R	R	A	R	R	R	R	W	R	R	W	R	R	R	R	R	R	R	60	7
2. Hughes (D)	R	R	R	W	W	R	W	R	R	R	W	R	R	R	R	W	R	R	R	R	R	R	R	50	18
3. Howard (D)	A	R	R	R	R	R	R	R	R	A	R	R	R	R	R	R	W	R	R	R	R	R	R	132	11
4. Thompson (D)	R	R	R	R	R	R	R	R	R	R	R	R	W	R	R	W	R	R	R	R	R	R	R	182	8
5. Fenwick (R)	W	R	W	W	W	R	W	R	R	R	W	R	R	W	R	W	R	W	W	W	R	R	R	36	32
6. Forsythe (R)	W	W	W	W	W	W	W	A	W	W	W	A	A	W	W	W	R	R	W	W	R	R	R	33	72
7. Maguire (D)	R	R	R	R	R	R	W	R	R	R	R	R	R	W	R	R	W	R	W	R	R	R	A	58	10
8. Roe (D)	R	R	A	R	R	A	R	A	R	A	R	A	A	A	R	R	R	R	R	W	A	R	R	101	12
9. Hollenbeck (R)	W	R	W	A	W	R	W	A	R	W	W	R	R	W	R	W	R	R	R	W	R	R	R	12	9
10. Rodino (D)	R	R	R	R	R	R	R	R	R	R	R	R	R	W	R	R	W	R	R	R	R	R	R	202	9
11. Minish (D)	R	R	A	R	R	R	W	R	R	R	R	R	R	W	R	R	W	R	R	R	R	R	R	150	10
12. Rinaldo (R)	R	R	W	R	R	R	W	R	R	A	W	R	R	W	R	W	R	R	R	W	A	R	R	72	15
13. Meyner (D)	R	R	R	R	R	R	W	A	R	A	R	R	R	W	R	R	W	R	R	R	A	R	R	58	7
14. LeFante (D)	R	R	R	R	R	R	R	A	R	R	R	R	R	W	R	R	R	R	R	R	R	R	R	21	1
15. Patten (D)	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	153	10
NEW MEXICO																									
1. Lujan (R)	W	W	W	W	W	W	W	A	W	W	W	W	R	R	W	W	R	W	W	W	R	W	W	25	83
2. Runnels (D)	A	W	W	W	W	W	R	W	W	W	W	W	A	R	W	W	R	A	W	W	W	W	W	30	70
NEW YORK																									
1. Pike (D)	R	R	W	A	R	R	R	R	R	R	R	R	R	W	W	R	W	R	R	W	R	R	R	130	41
2. Downey (D)	R	R	R	R	R	R	W	A	R	R	R	R	R	W	R	R	W	R	R	R	R	R	W	58	10
3. Ambro (D)	R	R	R	R	R	R	W	R	A	R	R	R	R	W	R	R	W	R	R	W	R	R	R	55	12
4. Lent (R)	W	R	W	W	W	R	W	A	W	W	W	R	W	W	W	W	R	A	W	W	R	W	R	29	77
5. Wydler (R)	W	R	W	W	W	W	W	A	W	A	W	R	R	W	W	W	R	A	R	W	R	W	R	48	107
6. Wolff (D)	A	R	R	A	R	R	R	R	A	R	R	R	W	R	R	A	R	R	W	R	R	R	R	128	18
7. Addabbo (D)	R	R	R	R	R	R	A	R	R	R	R	R	W	R	R	W	R	W	R	R	R	R	R	161	12
8. Rosenthal (D)	R	R	R	R	R	R	W	R	R	R	R	R	W	R	R	W	A	R	R	R	R	R	R	153	11
9. Delaney (D)	R	R	R	R	R	R	R	A	R	R	R	R	W	R	R	W	R	W	R	W	R	R	R	192	20
10. Biaggi (D)	R	R	R	R	R	R	R	A	R	R	R	R	R	R	R	W	R	R	W	R	R	R	R	107	17
11. Scheuer (D)	R	R	R	R	R	R	W	R	R	A	R	R	W	R	R	R	R	R	R	R	R	R	R	113	11
12. Chisholm (D)	R	R	R	R	R	R	R	A	R	R	R	R	R	R	R	W	R	R	R	R	R	R	A	108	7
13. Solarz (D)	R	R	R	R	R	R	R	R	R	R	R	R	W	R	R	W	A	R	W	R	R	R	R	58	7
14. Richmond (D)	R	R	R	R	R	R	R	R	R	R	R	R	W	R	R	W	R	W	R	R	R	A	R	61	6
15. Zeferetti (D)	R	R	R	R	R	R	R	A	R	R	R	R	W	R	R	R	R	R	R	R	R	R	R	63	5
16. Holtzman (D)	R	R	R	R	R	R	W	R	R	R	R	R	W	R	R	W	R	W	R	R	R	R	R	82	9
17. Murphy (D)	R	R	R	R	R	A	R	A	R	R	R	R	R	R	R	R	R	A	R	W	R	R	R	135	10
18. Koch (D)	A	A	R	R	R	R	W	A	A	R	R	R	R	A	R	A	A	A	R	A	R	R	R	106	10
19. Rangel (D)	R	R	R	R	R	R	R	A	R	R	R	R	R	W	R	R	W	R	R	W	R	R	R	99	9
20. Weiss (D)	R	R	R	R	R	R	R	A	R	R	R	R	W	R	R	W	R	W	R	W	R	R	R	19	3
21. Badillo (D)	R	R	R	R	R	R	A	R	R	A	R	R	R	W	A	R	W	A	R	W	A	R	R	93	9
22. Bingham (D)	R	R	R	R	R	R	W	R	R	R	R	R	R	W	R	R	W	R	R	R	R	R	R	136	11
23. Caputo (R)	W	R	R	R	R	R	W	W	R	W	W	R	R	W	R	W	R	W	R	W	R	R	R	15	8
24. Ottinger (D)	R	R	R	R	R	R	W	R	R	R	W	R	R	W	R	W	R	W	R	W	R	R	R	91	14
25. Fish (R)	W	R	R	W	W	R	W	A	R	W	R	R	R	W	W	W	W	W	R	W	R	R	R	55	66
26. Gilman (R)	W	R	R	R	R	R	W	A	A	R	W	R	R	W	R	R	W	R	W	R	W	R	R	63	25
27. McHugh (D)	R	R	R	W	R	A	W	R	R	A	R	R	R	W	R	R	W	R	R	R	A	R	R	53	10
28. Stratton (D)	R	R	R	R	R	R	W	A	R	W	R	R	A	R	R	R	W	R	R	R	W	R	W	148	24
29. Pattison (D)	R	R	R	R	W	R	W	R	R	A	R	R	R	W	R	R	W	R	R	R	R	R	W	55	13
30. McEwen (R)	W	R	W	W	W	W	W	A	W	W	W	R	R	R	W	W	R	R	W	W	R	A	W	23	113
31. Mitchell (R)	W	R	R	W	W	R	W	A	W	W	W	R	W	W	W	W	R	W	R	W	R	W	R	38	51
32. Hanley (D)	R	R	W	W	R	R	R	R	R	W	R	R	R	R	R	R	W	R	R	W	R	R	R	135	15
33. Walsh (R)	W	W	R	W	R	R	W	R	R	W	R	R	R	W	R	W	R	A	R	W	R	W	W	52	35
34. Horton (R)	R	R	R	W	R	R	W	A	R	R	W	R	R	R	W	W	R	R	R	W	R	R	R	109	48
35. Conable (R)	A	W	W	W	W	W	W	R	W	W	W	A	R	W	W	W	R	W	W	W	W	R	W	22	125
36. LaFalce (D)	R	R	R	R	R	R	W	R	R	R	W	R	R	W	R	W	R	W	R	R	R	A	R	56	12
37. Nowak (D)	R	R	W	R	R	R	R	R	R	R	R	R	R	R	R	W	W	R	R	R	R	R	R	60	9
38. Kemp (R)	W	W	W	W	W	W	W	W	W	W	W	R	R	R	W	W	R	W	W	W	W	W	W	24	84
39. Lundine (D)	A	R	W	W	R	R	W	R	R	R	R	R	R	W	R	W	W	A	R	R	R	R	R	29	9
NORTH CAROLINA																									
1. Jones (D)	R	W	W	R	W	R	R	R	W	R	R	W	W	R	W	W	R	W	W	W	R	A	W	50	86
2. Fountain (D)	R	W	W	R	W	R	W	W	W	W	W	W	R	R	R	W	W	W	R	W	W	W	W	30	147
3. Whitley (D)	R	W	R	R	W	R	W	R	W	W	R	W	W	R	R	R	W	W	W	R	R	W	W	12	11
4. Andrews (D)	R	W	R	R	W	R	W	R	W	W	W	W	W	R	R	R	W	W	W	R	W	W	R	36	48
5. Neal (D)	R	W	W	R	W	R	W	R	W	W	W	W	W	W	W	W	W	W	W	W	R	A	R	35	32
6. Preyer (D)	R	W	R	R	W	R	W	R	W	W	R	W	W	W	R	R	W	W	R	R	R	W	W	66	54
7. Rose (D)	R	W	R	R	W	R	R	A	W	W	R	W	R	W	R	R	R	A	W	W	R	R	W	50	33
8. Hefner (D)	R	W	W	R	W	R	W	R	W	W	W	R	R	R	R	W	W	W	W	R	R	W	W	32	35
9. Martin (R)	W	W	W	W	W	W	W	W	W	W	W	W	W	W	W	W	R	W	W	W	W	W	W	7	81
10. Broyhill (R)	W	W	W	R	W	W	W	W	W	W	W	W	W	W	W	W	R	W	W	W	W	W	W	12	146
11. Gudger (D)	R	W	R	R	W	R	W	R	W	W	W	W	W	R	R	W	W	W	R	R	R	R	W	10	13
NORTH DAKOTA																									
AL Andrews (R)	W	W	W	A	W	W	R	R	W	W	W	R	W	R	W	W	A	W	W	W	R	W	W	52	101
OHIO																									
1. Gradison (R)	W	R	W	W	W	W	W	A	W	R	W	R	W	W	W	W	R	W	R	W	W	R	R	14	52
2. Luken (D)	R	R	W	R	R	R	W	R	R	R	R	R	W	W	R	W	W	A	R	W	R	R	R	26	7
3. Whalen (R)	A	A	R	A	R	R	A	R	R	R	R	R	W	R	R	A	R	R	A	R	R	R	W	109	21
4. Guyer (R)	W	W	W	W	W	W	W	W	W	W	W	A	R	R	W	W	R	W	W	W	R	A	W	16	70
5. Latta (R)	W	W	W	W	W	W	W	A	W	W	W	R	R	W	W	W	R	W	W	W	R	W	W	23	159
6. Harsha (R)	W	A	W	W	W	W	W	A	W	W	W	R	A	R	R	W	R	W	R	W	R	W	R	32	133
7. Brown (R)	W	W	W	W	W	W	W	W	W	W	W	R	R	R	W	W	R	W	W	W	R	W	W	26	109
8. Kindness (R)	W	R	W	W	W	W	W	W	W	R	W	R	R	W	W	W	R	W	W	W	R	W	W	10	57
9. Ashley (D)	R	R	W	R	R	R	R	A	R	R	R	R	A	W	R	R	R	R	R	R	R	R	R	174	15
10. Miller (R)	W	W	W	W	W	W	W	W	W	W	W	R	R	W	W	W	R	W	W	W	W	W	W	13	126
11. Stanton (R)	W	W	W	W	W	W	R	W	R	R	W	R	R	W	R	W	W	R	W	R	W	R	R	51	96
12. Devine (R)	W	W	W	W	W	W	W	W	R	W	W	R	R	W	W	W	R	W	W	W	W	W	W	19	162
13. Pease	R	R	W	R	R	R	W	R	R	R	R	R	R	W	W	R	R	R	R	R	R	R	W	18	5

13. Aid to Cities and States

Congress approved legislation to extend and expand the program of counter-cyclical funds to help cities and states maintain public services and thus avoid massive layoff of public workers during periods of high unemployment. During House debate the AFL-CIO opposed an amendment by Rep. Les Aspin (D-Wis.) to rewrite the allocation formula so that a smaller share of the funds would have gone to areas with the highest unemployment. This amendment was beaten 127-216 on May 13.

For—Wrong. Against—Right.

14. Water Projects

Federal funding of water resource projects has contributed significantly to the economic development of the nation in such areas as inland water transportation, energy power generation, flood control, water storage and irrigation. These projects have also provided thousands of job opportunities for American workers.

In early 1977, the Carter Administration announced its intention to terminate funding for a number of these projects. However, the House on June 14, during debate on a public works appropriations bill rejected 194-218 an Administration supported amendment by Rep. Silvio Conte (R-Mass.) and Butler Derrick (D-S.C.) to kill 16 water projects and cut back one other.

For—Wrong. Against—Right.

Key to Symbols

R Voted Right or was Paired Right.
W Voted Wrong or was Paired Wrong.
A Absent and not paired.
***** Not in Congress at time.

The number before each name shows the congressional district.

15. Natural Gas Deregulation

Since the 1955 merger convention the AFL-CIO has fought efforts by the energy industry to deregulate federal price controls on natural gas. Deregulation would cost consumers billions of dollars and have a catastrophic effect on the economy. During House consideration of a national energy policy bill. Rep. Clarence Brown (R-Ohio) offered the industry's deregulation amendment which would cost consumers an estimated $71 billion by 1985. The House rejected Brown's amendment by a 199-227 vote on Aug. 3.

For—Wrong. Against—Right.

16. Energy Tax Windfall

President Carter had recommended increased taxes on domestically produced oil in order to encourage conservation through higher prices. The AFL-CIO strongly opposed this rationing through higher taxes. During debate on House legislation which included the so-called crude oil equalization tax, Rep. James Jones (D-Okla.) tried to return a portion of these tax revenues to the oil industry rather than rebating all of the tax revenues to consumers. The AFL-CIO strongly opposed this amendment which was defeated by a 198-223 vote on Aug. 4.

For—Wrong. Against—Right.

17. Nuclear Energy Development

To help meet the nation's energy demands the AFL-CIO has supported development of all energy resources to best determine their feasibility as future energy sources. As part of its energy program the Carter Administration proposed, however, that development of the Clinch River nuclear breeder reactor demonstration project be discontinued. During debate on Oct. 19 on a supplemental appropriations bill the House approved 252-165 an amendment by Rep. Tom Bevil (D-Ala.) restoring $80 million in funding for the Clinch River project.

For—Right. Against—Wrong.

How Your Representatives Voted

	1 Labor Law Reform (1)	2 Labor Law Reform (2)	3 Minimum Wage (1)	4 Minimum Wage (2)	5 Situs Picketing Rights	6 Hatch Act Reform	7 Cargo Equity	8 Strip Mining Controls	9 Food Stamps for Strikers	10 Job Safety	11 Economic Stimulus	12 Housing & Community Development	13 Federal Aid to Cities, States	14 Water Projects	15 Natural Gas Deregulation	16 Energy Tax Windfall	17 Nuclear Energy Development	18 Mine Safety	19 Davis-Bacon Wages	20 Social Security	21 Education and Health Funding	22 Rhodesia Boycott	23 Aid to Consumers	Cumulative Voting Record R	Cumulative Voting Record W
14. Seiberling (D)	R	R	R	R	R	R	W	R	R	R	R	R	R	W	R	R	W	R	R	R	R	R	R	98	11
15. Wylie (R)	W	W	W	W	W	W	W	R	W	A	W	R	R	W	W	R	W	W	W	W	R	W	R	26	108
16. Regula	W	W	W	W	W	R	W	R	W	R	W	R	R	R	W	W	R	W	R	W	R	W	R	31	61
17. Ashbrook (R)	W	W	W	W	W	W	W	W	W	W	W	R	R	W	W	W	R	W	W	W	W	W	W	16	152
18. Applegate (D)	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	W	R	R	W		21	2
19. Carney (D)	R	R	R	R	R	R	R	R	R	R	R	R	A	R	R	R	R	A	R	R	R	R		108	2
20. Oakar (D)	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	W	R	R	W	R	R		21	2
21. Stokes (D)	A	A	R	R	R	R	R	R	R	R	R	R	R	W	R	R	W	R	R	R	R	R		103	8
22. Vanik (D)	R	R	A	R	R	A	W	R	R	R	R	R	A	W	R	R	W	R	R	R	R	R		170	15
23. Mottl (D)	R	R	R	W	R	R	R	A	R	R	W	R	R	W	R	R	W	A	R	W	R	W		48	18
OKLAHOMA																									
1. Jones (D)	R	R	W	W	W	R	W	W	R	W	W	W	A	R	W	W	R	W	W	R	R	W	A	38	47
2. Risenhoover (D)	R	R	R	W	R	R	W	W	R	R	R	W	W	R	W	W	R	R	R	W	R	R	W	47	21
3. Watkins (D)	W	W	W	W	W	W	W	W	W	A	R	W	A	R	W	W	R	W	W	W	R	W	W	4	17
4. Steed (D)	R	R	R	W	W	R	R	A	R	R	R	W	W	R	W	W	R	R	R	R	W	R		136	68
5. Edwards (R)	W	W	W	W	W	W	W	W	W	W	W	W	W	R	W	W	W	R	W	W	R	W	W	3	20
6. English (D)	W	W	R	W	W	W	W	W	W	W	W	W	W	R	W	W	R	W	W	W	R	W	W	20	49
OREGON																									
1. AuCoin (D)	R	R	R	R	R	R	R	A	R	R	R	R	R	W	R	W	R	R	R	R	A	R		48	17
2. Ullman (D)	R	R	W	R	W	R	A	R	R	R	R	W	R	R	R	R	R	W	R	R	R	R	R	153	38
3. Duncan (D)	R	R	R	R	R	R	R	R	R	A	R	R	R	R	W	R	W	R	R	R	R	W		68	18
4. Weaver (D)	R	R	R	R	R	R	R	R	R	R	R	A	A	R	R	R	W	R	R	R	R	R		58	7
PENNSYLVANIA																									
1. Myers, M. (D)	R	R	R	R	R	A	R	R	R	R	R	R	R	R	R	R	R	R	R	W	R	R	W	20	2
2. Nix (D)	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	178	4
3. Lederer (D)	R	R	R	R	R	R	R	R	R	R	R	A	R	R	R	R	R	R	R	A	R	W		20	1
4. Eilberg (D)	R	R	R	R	R	R	R	A	R	A	R	R	R	R	R	R	R	R	R	A	R	R		127	5
5. Schulze (R)	W	W	W	W	W	W	W	R	W	W	W	R	R	W	W	W	R	A	W	W	R	W	W	13	54
6. Yatron (D)	R	R	W	R	R	R	W	R	R	R	R	R	R	W	R	R	W	R	R	W	R	R	R	105	15
7. Edgar (D)	R	R	R	R	W	R	R	A	R	R	R	R	W	R	R	W	R	R	R	R	R	R	R	59	8
8. Kostmayer (D)	R	R	R	R	R	R	W	R	R	R	R	R	R	W	R	R	W	R	R	R	R	R	R	20	3
9. Shuster (R)	W	W	W	W	W	W	W	W	W	W	W	R	R	R	W	W	R	W	W	W	W	W	W	12	79
10. McDade (R)	R	R	R	R	R	R	W	R	R	R	R	R	R	R	R	R	W	R	R	W	R	R	R	109	49
11. Flood (D)	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	189	16
12. Murtha (D)	R	R	R	R	R	R	R	R	A	R	R	R	R	A	R	R	R	R	W	R	W	W		69	7
13. Coughlin (R)	W	W	W	W	W	W	W	W	R	W	R	W	W	W	W	W	W	W	R	R	R			43	80
14. Moorhead (D)	R	R	R	R	R	R	R	R	R	R	R	R	W	R	R	R	R	R	R	R	R	R		166	12
15. Rooney (D)	R	R	A	R	R	R	R	A	R	R	R	R	R	W	R	R	R	R	W	R	R	R		139	14
16. Walker (R)	W	W	W	W	W	W	W	R	W	W	W	R	A	W	W	W	R	W	W	W	W	R		4	18
17. Ertel (D)	R	R	W	R	W	R	W	R	R	R	R	R	R	R	R	R	R	R	A	R	R	W		18	4
18. Walgren (D)	R	R	R	R	R	R	A	W	R	R	R	R	A	R	R	W	R	R	W	R	R	R		18	3
19. Goodling (R)	W	W	W	W	W	W	W	W	W	W	W	R	R	R	W	W	R	A	W	W	R	A	R	16	50
20. Gaydos (D)	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R		109	6
21. Dent (D)	R	A	R	R	R	A	R	A	A	A	R	R	R	A	A	A	R	A	A	R	A	R	R	154	11
22. Murphy (D)	R	R	R	R	R	R	R	R	R	R	R	R	R	W	R	R	R	R	R	R	R	W		21	2
23. Ammerman (D)	R	R	R	R	W	R	W	R	R	R	R	R	R	W	R	R	W	R	R	R	R	W		18	5
24. Marks (R)	R	R	W	R	W	R	W	W	R	R	W	R	R	W	R	R	R	R	W	R	R	R		16	7
25. Myers, G. (R)	R	W	W	W	W	R	W	R	R	R	W	R	R	W	W	W	R	R	W	R	W	W	W	25	44
RHODE ISLAND																									
1. St Germain (D)	R	R	R	R	R	R	W	A	R	R	R	R	A	W	R	R	W	A	R	W	R	R	R	151	13
2. Beard (D)	R	R	R	R	R	R	W	R	R	R	R	R	R	W	R	R	W	R	R	W	R	R	R	60	8
SOUTH CAROLINA																									
1. Davis (D)	R	W	R	R	A	R	R	A	W	R	R	W	R	R	W	W	R	R	R	W	R	W	W	67	36
2. Spence (R)	W	W	W	W	W	W	R	W	W	W	W	W	W	R	W	W	R	W	W	W	R	W	W	19	92
3. Derrick (D)	R	W	R	R	W	R	W	A	W	R	R	R	R	W	W	W	R	W	A	W	R	W	R	34	32
4. Mann (D)	W	W	R	W	W	R	W	R	W	R	W	W	W	W	W	W	R	A	W	R	R	W	W	19	102
5. Holland (D)	A	W	W	W	W	R	R	A	W	R	R	R	A	W	W	R	R	A	W	R	R	A	R	30	29
6. Jenrette (D)	R	W	R	R	W	R	R	R	W	R	R	W	R	R	R	W	R	R	W	W	R	R	W	44	22
SOUTH DAKOTA																									
1. Pressler (R)	W	W	W	W	W	R	W	A	W	W	W	R	W	R	W	W	W	R	W	W	R	W	W	32	36
2. Abdnor (R)	W	W	W	W	W	W	W	A	W	W	W	R	W	R	W	W	R	W	W	W	R	W	W	17	71
TENNESSEE																									
1. Quillen (R)	W	W	W	R	W	W	W	A	W	W	W	W	A	R	W	W	R	W	W	W	R	W	W	16	135
2. Duncan (R)	W	W	W	W	W	W	W	W	W	W	W	W	R	R	W	W	R	W	W	W	R	W	W	24	128
3. Lloyd (D)	R	R	R	W	R	W	R	W	W	W	W	W	W	R	R	R	R	R	W	R	W	W	W	42	27
4. Gore (D)	R	R	R	R	W	R	W	R	R	R	R	W	W	R	R	R	R	W	R	R	R	R		18	5
5. Allen (D)	R	R	R	R	R	R	W	R	R	R	R	W	W	R	R	R	W	R	R	W	R	R	R	45	7
6. Beard (R)	W	W	W	W	W	W	W	A	W	W	W	W	W	R	W	W	W	R	W	W	R	A	W	10	74
7. Jones (D)	R	R	R	R	W	R	W	A	W	R	R	W	R	R	R	R	R	R	R	W	R	R	W	70	45
8. Ford (D)	R	R	R	R	W	R	W	R	R	R	R	W	R	W	R	R	R	R	R	W	R	R	R	61	8
TEXAS																									
1. Hall (D)	W	W	W	W	W	W	R	R	W	W	A	W	A	R	W	W	R	W	W	W	W	W	W	6	22
2. Wilson (D)	R	R	W	W	R	R	R	R	R	A	R	W	A	R	R	W	R	A	R	W	W	R	W	61	22
3. Collins (R)	W	W	W	W	W	W	W	W	W	W	W	W	W	W	W	W	R	W	W	W	W	W	W	10	115
4. Roberts (D)	R	W	W	W	W	W	W	A	R	W	W	W	A	R	W	W	R	W	W	W	W	W	W	52	108
5. Mattox (D)	R	R	R	W	R	R	R	R	R	R	R	W	W	W	W	W	R	R	W	R	R	R		15	8
6. Teague (D)	R	W	W	W	W	W	R	A	W	A	W	W	W	R	W	W	R	W	W	W	A	W	W	50	145
7. Archer (R)	W	W	W	W	W	W	W	W	W	W	W	W	W	W	W	W	R	W	W	W	W	W	W	8	106
8. Eckhardt (D)	R	R	R	R	R	R	R	R	R	R	R	R	R	W	R	R	W	R	R	R	R	R	A	126	9
9. Brooks (D)	R	R	W	R	R	R	R	R	R	W	R	W	W	R	W	W	R	A	R	R	R	W	R	160	40
10. Pickle (D)	R	W	R	W	W	R	R	A	W	W	W	W	W	R	W	W	R	R	R	R	R	R	W	80	70
11. Poage (D)	W	W	W	W	W	A	W	R	W	A	W	W	W	A	W	W	R	W	W	R	A	W	W	64	127
12. Wright (D)	R	R	R	R	R	R	R	R	R	A	R	R	A	R	R	A	R	W	R	R	R	R	R	141	47
13. Hightower (D)	R	W	R	W	W	R	W	R	W	W	R	W	W	R	W	W	R	W	R	W	W	W	W	22	46
14. Young (D)	R	R	W	W	A	A	R	R	R	W	R	W	W	R	W	W	R	A	R	R	R	R	R	126	58
15. de la Garza (D)	W	W	W	R	W	R	R	W	W	W	R	W	R	R	W	W	R	W	R	W	R	W	R	82	61
16. White (D)	R	W	W	W	W	R	R	W	W	W	R	W	R	R	W	W	R	W	R	W	R	W	W	66	84
17. Burleson (D)	W	W	W	W	W	W	W	W	W	W	W	W	W	R	W	W	R	W	R	W	W	W	W	32	177
18. Jordan (D)	R	R	R	R	R	A	R	R	R	A	R	R	W	R	R	W	R	A	R	R	A	R	R	78	8
19. Mahon (D)	R	W	W	W	W	W	W	A	W	W	W	A	W	R	W	W	R	W	R	W	R	W	W	67	141
20. Gonzalez (D)	R	R	R	R	R	R	R	W	R	R	A	W	R	R	R	R	R	R	R	R	A	R		150	13
21. Krueger (D)	R	R	W	R	W	R	W	A	W	R	W	W	R	R	W	W	R	A	R	W	R	R	W	30	36
22. Gammage (D)	R	R	R	W	R	R	R	W	R	W	A	W	W	R	W	W	R	R	R	W	R	W	W	12	10
23. Kazen (D)	R	W	W	R	W	R	R	W	R	W	R	W	W	R	W	W	R	W	R	W	R	W	W	83	63
24. Milford (D)	R	W	W	W	W	W	W	A	W	W	W	W	W	R	W	W	R	A	W	R	W	W	W	16	65
UTAH																									
1. McKay (D)	R	R	W	R	W	R	W	A	R	R	R	R	A	R	W	W	R	W	R	W	R	R	W	71	33
2. Marriott (R)	W	W	W	W	W	W	W	W	W	W	W	R	W	R	W	W	R	W	W	W	W	W	W	3	20
VERMONT																									
AL Jeffords (R)	R	R	W	R	W	W	W	A	R	R	W	R	R	W	R	R	W	R	R	W	R	R	A	35	31
VIRGINIA																									
1. Trible (R)	W	W	W	W	W	W	R	W	W	W	W	W	W	R	W	W	R	W	W	W	W	W	W	3	20
2. Whitehurst (R)	W	W	W	W	W	W	R	A	W	W	W	W	W	R	W	W	R	W	W	W	W	W	W	20	101
3. Satterfield (D)	W	W	W	W	W	W	W	W	W	W	W	W	W	R	W	W	R	W	W	W	W	W	W	13	139
4. Daniel, R. (R)	W	W	W	W	W	W	R	W	W	W	W	W	W	R	W	W	R	W	W	W	W	W	W	10	79
5. Daniel, W. (D)	W	W	W	W	W	W	W	W	W	W	W	W	W	R	W	W	R	W	W	W	W	W	W	12	113
6. Butler (R)	W	W	W	W	W	W	W	W	W	W	W	W	W	R	W	W	R	W	W	W	W	W	W	7	81
7. Robinson (R)	W	W	W	W	W	W	W	W	W	W	W	W	W	R	W	W	R	W	W	W	W	W	W	10	103
8. Harris (D)	R	R	R	R	R	R	W	R	R	R	R	W	W	R	R	W	R	W	R	R	W	R	W	55	14
9. Wampler (R)	W	W	W	W	W	W	W	W	W	W	W	W	W	R	W	W	R	W	W	W	R	W	W	26	118
10. Fisher (D)	R	R	W	R	R	R	W	R	R	R	R	R	W	W	R	R	R	R	R	R	R	R	R	53	15
WASHINGTON																									
1. Pritchard (R)	W	R	W	R	W	R	R	A	W	R	W	R	W	W	W	W	W	W	R	W	R	R	W	42	47
2. Meeds (D)	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	142	5
3. Bonker (D)	R	R	W	R	R	R	R	A	R	R	R	R	W	R	R	W	R	R	R	R	R	R	R	53	11
4. McCormack (D)	R	R	R	R	W	R	R	W	R	R	R	R	A	R	W	W	R	R	R	R	R	R	R	95	11
5. Foley (D)	R	R	R	R	R	R	W	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	128	18
6. Dicks (D)	R	R	R	R	R	R	R	R	R	A	W	R	R	R	R	R	R	A	R	W	R	R	R	19	2
7. Cunningham (R)	W	R	W	W	*	W	R	*	W	W	*	*	*	R	W	W	R	W	R	W	R	*	*	6	10
WEST VIRGINIA																									
1. Mollahan (D)	R	R	R	R	R	R	R	R	R	R	R	R	R	R	W	R	R	R	R	W	R	R	W	113	11
2. Staggers (D)	R	A	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	W	R	R	W	198	13
3. Slack (D)	R	R	R	R	R	R	R	W	R	R	R	R	R	W	W	R	R	R	R	R	R	W	W	148	32
4. Rahall (D)	R	R	R	R	R	R	W	R	R	R	R	R	R	W	W	R	R	W	R	W	R	W	R	18	5
WISCONSIN																									
1. Aspin (D)	R	R	W	R	R	R	W	A	R	R	R	R	W	W	R	W	W	R	R	R	R	R	A	91	17
2. Kastenmeier (D)	R	R	W	R	R	R	W	R	R	R	R	W	W	R	R	W	R	R	R	R	R	W	W	161	20
3. Baldus (D)	R	R	R	R	R	R	W	R	R	A	R	R	W	A	R	R	W	R	R	R	A	R	R	54	11
4. Zablocki (D)	R	R	R	R	R	R	R	R	R	A	R	R	W	R	R	R	R	R	R	R	R	R	R	207	7
5. Reuss (D)	R	R	R	R	R	R	W	R	R	R	R	R	W	R	R	W	R	R	W	R	R	A	R	188	12
6. Steiger (R)	W	R	W	W	W	W	W	A	W	R	W	R	W	W	W	W	W	W	W	W	R	R	R	34	102
7. Obey (D	R	R	W	R	R	R	W	R	R	R	R	R	W	W	R	R	W	A	R	R	R	R	A	102	20
8. Cornell (D)	R	R	W	R	R	R	W	R	R	R	R	R	W	W	R	R	W	R	R	R	R	R	R	56	13
9. Kasten (R)	W	W	W	W	W	W	W	R	W	W	W	R	W	W	W	W	W	R	W	W	W	R	W	13	56
WYOMING																									
AL Roncalio (D)	R	R	R	R	R	R	W	R	R	R	W	W	A	R	R	W	W	A	W	W	W	R	R	92	27

18. Mine Safety

Legislation to improve federal mine safety laws by consolidating and improving mine safety programs and transferring enforcement functions from the Interior Dept. to the Labor Dept. was signed into law by President Carter in 1977. During House debate on this bill Rep. Ronald Sarasin (R-Mass.) introduced a weaker substitute bill which would have maintained separate laws for hard rock and coal miners. The House rejected the Sarasin substitute by a 151-188 vote on July 15.

For—Wrong. Against—Right.

19. Davis-Bacon Wages

President Carter's national energy program included recommendations to encourage energy conservation by authorizing funds for school, hospital and public building insulation programs. During House debate on the legislation Rep. William Ford (D-Mich.) offered an amendment to extend the wage protections of the Davis-Bacon Act to workers installing insulation. His amendment mandated the payment of the prevailing wage paid for similar work in their areas. By a 265-161 vote on Aug. 2 the House approved the Ford amendment.

For—Right. Against—Wrong.

20. Social Security

In 1977 the Congress approved legislation to stabilize the financing of the social security system. During House consideration of the bill, Rep. William Ketchum (R-Calif.) offered a crippling amendment phasing out the present limitation on the outside earnings of a social security recipient thus increasing the number of eligible beneficiaries. An increase in employee payroll taxes would finance this provision. His amendment primarily benefits higher income beneficiaries working full time at the expense of higher taxes on low and middle income wage earners. The House approved the amendment by a 268-149 vote on Oct. 27.

For—Wrong. Against—Right.

Key to Symbols

R Voted Right or was Paired Right.
W Voted Wrong or was Paired Wrong.
A Absent and not paired.
***** Not in Congress at time.

The number before each name shows the congressional district.

21. Education and Health Funding

During House consideration of 1978 Labor-HEW appropriations, Rep. Bob Michel (R-Ill.) attempted to slash $563.5 million in federal funds for 11 health, education and elderly programs. Opposed by labor, his amendment was beaten 72-334 on June 16.

For—Wrong. Against—Right.

22. Rhodesia Boycott

In violation of a United Nations embargo against importing commodities from the racist Rhodesian government, the United States has been importing chromium ore since 1971. That year Sen. Harry Byrd (Ind-Va.) won Senate approval of a proviso prohibiting U.S. adherence to the boycott when it involved strategic materials such as chrome. In 1977, with the strong support of the Carter Administration, Congress approved legislation repealing the Byrd amendment. The House passed its version of the bill by a 250-146 vote on Mar. 14.

For—Right. Against—Wrong.

23. Aid to Consumers

Legislation to outlaw abusive tactics by bill collection agencies was passed by Congress in 1977 and signed into law by President Carter. The legislation curbed harassment of consumers at their workplace and disallowed such practices as late night phone calls and false representation. The House passed the consumer protection legislation by a narrow 199-198 vote on Apr. 4.

For—Right. Against—Wrong.

Labor's Stand on Major 1977 Senate Issues

1. Minimum Wage (1)

President Carter signed into law in 1977 labor-backed legislation making significant improvements in the federal minimum wage law. During Senate debate, Sen. Peter Domenici (R-N.Mex.) tried to establish a subminimum wage rate for full-time young workers. Fearing that the youth subminimum wage rate would result in employers firing older workers to hire underpaid younger workers, the AFL-CIO opposed this amendment. By a 44-49 vote on Oct. 7 the Senate rejected this proposal.

For—Wrong. Against—Right.

2. Minimum Wage (2)

Leading big business opposition to minimum wage legislation, Sen. John Tower (R-Tex.) tried to double the existing $250,000 annual sales volume test that exempts small businesses with earnings under this amount from paying a fair minimum wage. Tower's amendment would have removed 3.8 million workers from minimum wage protection. It was blocked when Sen. Dale Bumpers (D-Ark.) countered with an amendment to increase the exemption in two steps to $325,000 by 1980. Tower's effort to table the Bumpers amendment failed by a 38-51 margin on Oct. 7.

For tabling—Wrong. Against—Right.

3. Strip Mining Controls

President Carter signed into law in 1977 labor endorsed legislation establishing federal minimum standards for state strip mining control laws. The legislation had been twice vetoed by President Ford. During Senate debate, Sen. Bennett Johnston (D-La.) offered a crippling amendment designed to weaken enforcement of federal minimum standards. The Senate rejected it by a 39-51 vote on May 19.

For—Wrong. Against—Right.

4. Food Stamps for Strikers

During Senate consideration of a major farm bill which included an extension of the food stamp program, Sen. Strom Thurmond (R-S.C.) attempted to deny strikers and their families food stamp benefits. Strikers are entitled to food stamp benefits if they meet the same stringent eligibility tests required of all other food stamp recipients. The Thurmond amendment was beaten 38-56 on May 24.

For—Wrong. Against—Right.

5. Job Safety

A relic of the Ford Administration designed to delay implementation of occupational safety and health rules was an administrative requirement that any proposed OSHA job safety standard be accompanied by an impact statement assessing the economic effect of the proposed regulation. With the Carter Administration presently reviewing this time-consuming process, Sen. James McClure (R-Idaho) during debate on the Labor-HEW appropriations bill, offered an amendment to write the requirement into law. Strongly opposed by labor, McClure's amendment was defeated 41-47 on June 28.

For—Wrong. Against—Right.

6. Public Service Jobs

To encourage economic recovery through lower unemployment the AFL-CIO in early 1977 recommended significant increases in federal funds for public service jobs programs. Higher funding levels were provided in an economic stimulus appropriations measure providing monies for a wide variety of jobs programs. During debate on the measure Sen. Richard Schweiker (R-Pa.) tried to slash public service jobs funds by $3.9 billion. This would have prevented a boost in public service employment from 310,000 to 750,000 jobs in 1977. The amendment was defeated 32-47 on May 2.

For—Wrong. Against—Right.

7. Housing Funds (1)

Another component of labor's economic recovery plan was increased federal investment in government housing and community development programs. During debate on legislation setting tentative spending targets for various federal programs in fiscal 1978, the AFL-CIO supported an amendment by Senators William Proxmire (D-Wis.) and Edward Brooke (R-Mass.) to increase by $500 million community development aid for economically depressed cities, towns and counties. Without these funds community development activities underway in many jurisdictions would have been cut back. The amendment was approved by a 68-28 vote on May 4.

For—Right. Against—Wrong.

8. Housing Funds (2)

Another Proxmire-Brooke amendment to the fiscal 1978 budget bill restored $6.2 billion in budget authority for assistance to low and middle income housing programs. Additional federal funds for low and midlle income housing programs lessen the inflationary impact of higher housing costs resulting from housing shortages while at the same time creating many new job opportunities in housing construction. On May 4 the Senate also approved this amendment by a 57-39 vote.

For—Right. Against—Wrong.

9. Water Projects

President Carter was rebuffed in his effort to trim federal spending by slashing funds for a number of water resource projects in various stages of construction throughout the United States. At a time of high unemployment and severe droughts in the West, the AFL-CIO strongly opposed this action. During debate on a public works jobs bill, Sen. Bennett Johnson (D-La.) offered an amendment prohibiting the President from withholding funds for 19 water projects. By a 65-24 vote on Mar. 10 the amendment was approved.

For—Right. Against—Wrong.

10. Tax Breaks For Business

Direct federal job spending has proved more effective than tax breaks in reducing unemployment and thus stimulating economic recovery. Unfortunately, President Carter's 1977 economic recovery plan relied on tax breaks for business and individuals rather than direct federal job creating expenditures. During Senate consideration of tax cut legislation, the Carter Administration reversed directions and dropped its support of tax relief. Although the Senate then scrapped individual tax cuts, it refused to drop the $2.4 billion in tax giveaways to business. On Apr. 21 the Senate defeated 20-74 a motion by Sen. Dale Bumpers (D-Ark.) to recommit the bill back to committee in order to eliminate the business tax breaks.

For recommittal—Right. Against—Wrong.

11. Natural Gas Price Controls

The oil and gas lobby won a key victory in 1977 as the Senate voted to deregulate the price of new natural gas discovered after Jan. 1, 1977. Early in debate Sen. Henry Jackson (D-Wash.), leading labor and consumer opposition to deregulation, offered a motion to table an amendment aimed at ending federal price regulation of new natural gas. The Senate, however, rejected the tabling motion on a 46-52 vote on Sept. 22.

For tabling—Right. Against—Wrong.

12. Emergency Gas Legislation

On the heels of 1976 winter gas shortages President Carter requested legislation, eventually approved, allowing for effective deregulation of natural gas prices for a period of six months. The AFL-CIO opposed this, urging instead legislation giving the President authority to divert gas from the unregulated intrastate market and allocate it to the interstate market where and as needed. An amendment to this effect by Sen. James Abourezk (D-S.D.) was defeated 31-58 on January 31.

For—Right. Against—Wrong.

13. Nuclear Energy Development

Amid an intense anti-nuclear campaign by environmentalists, the Senate was forced to reduce from $150 million to $75 million the funds authorized for development of the Clinch River nuclear breeder reactor. This demonstration project is designed to test the feasibility of breeder reactor technology as a future source of electric power. The Carter Administration as part of its energy program had proposed termination of the Clinch River program—a recommendation which the AFL-CIO opposed. During debate on the legislation allocating funds for energy research programs, Sen. Dale Bumpers (D-Ark.) offered an amendment to reduce funds even further to a phase-out level of $33 million. The amendment was defeated 38-49 on July 11.

For—Wrong. Against—Right.

14. Senate Reorganization

A proposal revising committee jurisdictions and making other changes to help the Senate streamline itself recommended elimination of the Post Office & Civil Service Committee. Its jurisdiction was to be transferred to other committees. The action effectively abolished the only Senate forum available to federal and postal workers. The AFL-CIO urged that the committee be retained, but an amendment by Sen. Quentin Burdick (D-N.D.) to maintain the committee was tabled and thus killed by a 55-42 vote on Feb. 2.

For tabling—Wrong. Against—Right.

15. Mine Safety

Legislation to improve federal mine safety laws by combining existing mine safety laws into one improved statute and transferring enforcement jurisdiction from the Interior Dept. to the Labor Dept. was signed into law by President Carter in 1977. Leading the industry opposition against the job safety bill, Sen. Orrin Hatch (R-Utah) during Senate debate offered a crippling amendment which would have retained separate weaker laws for coal and metal miners. His weakening amendment was rejected 30-66 on June 21.

For—Wrong. Against—Right.

16. Congressional Election Financing

At present, federal financing is provided for Presidential candidates. The AFL-CIO supports legislation to extend public financing to congressional elections as well. In 1977, President Carter endorsed this election reform proposal. During debate on public financing legislation, the Senate was unable to overcome a Republican-led filibuster against the proposal. Three attempts by Majority Leader Robert Byrd (D-W.Va.) to invoke cloture and thus end debate were all defeated. The final key effort failed by a 52-46 vote on Aug. 2. Sixty votes are needed for cloture.

For cloture—Right. Against—Wrong.

17. Union Political Rights (1)

During debate on the public financing bill, Sen. Jesse Helms (R-S.C.) led a right-wing, anti-union effort against union political rights. An amendment he offered to the bill would have prohibited labor unions from using funds collected under a union security agreement from being used for legitimate COPE-type activities such as non-partisan voter registration drives or get-out-the-vote efforts. No such restriction was applied to corporations under his amendment. On a tabling motion by Sen. Howard Cannon (D-Nev.), the Helms amendment was rejected by a 67-25 vote on Aug. 3.

For tabling—Right. Against—Wrong.

18. Union Political Rights (2)

Conservatives made still another effort to handcuff union political activities. Sen. Robert Griffin (R-Mich.) attempted to gag labor's political voice by denying to unions and other groups the use of reduced postal rates to which any nonprofit membership organization is entitled. The Senate on Aug. 3 blocked Griffin's amendment when it approved 54-37 a tabling motion by Sen. Howard Cannon (D-Nev.).

For tabling—Right. Against—Wrong.

19. Rhodesia Boycott

The AFL-CIO long supported renewed U.S. compliance with a United Nations embargo against the racist Rhodesian government. The United States had complied with the embargo until 1971 when Sen. Harry Byrd (Ind.-Va.) won Senate approval of a proviso prohibiting U.S. adherence to the trading ban involving strategic materials such as chromium ore. Although numerous attempts to reverse the Byrd amendment had failed previously the Senate by a 66-26 vote on Mar. 15 approved legislation repealing this provision.

For—Right. Against—Wrong.

20. Social Security

Legislation to stablize the financing of the social security system while increasing employer-employee tax contributions for the first time shifted a higher portion of the tax responsibility to the employer. During Senate debate Sen. Carl Curtis (R-Nev.) offered an amendment to lower the increased employer taxes and thereby make employees pay a higher social security tax. Strongly opposed by the AFL-CIO, the Curtis amendment was defeated by a 40-50 vote on Nov. 3.

For—Wrong. Against—Right.

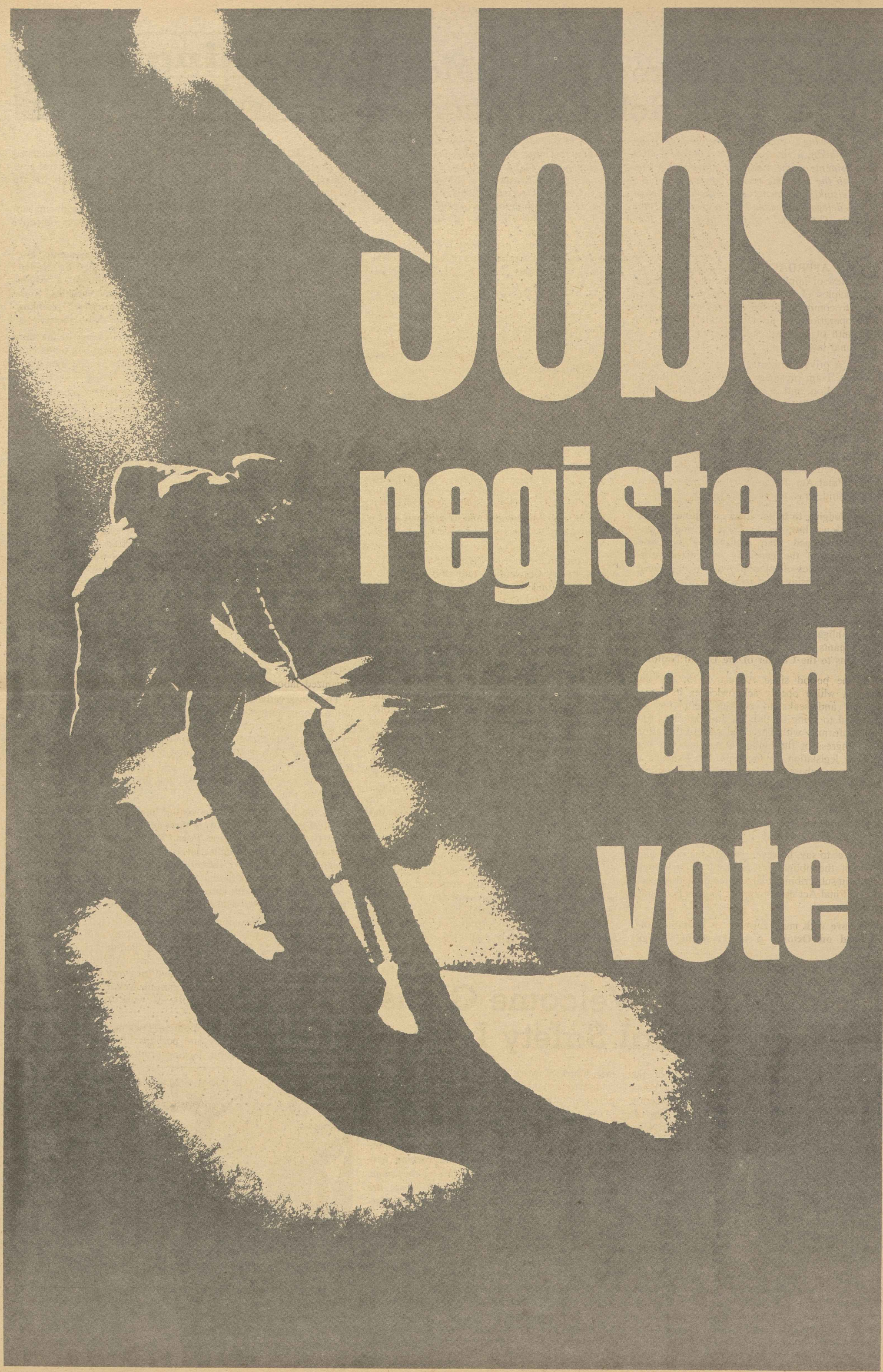
How Your Senators Voted

	1 Minimum Wage (1)	2 Minimum Wage (2)	3 Strip Mining Controls	4 Food Stamps for Strikers	5 Job Safety	6 Public Service Jobs	7 Housing Funds (1)	8 Housing Funds (2)	9 Water Projects	10 Tax Breaks for Business	11 Natural Gas Price Controls	12 Emergency Gas Legislation	13 Nuclear Energy Development	14 Senate Reorganization	15 Mine Safety	16 Congressional Election Financing	17 Union Political Rights (1)	18 Union Political Rights (2)	19 Rhodesia Boycott	20 Social Security	R Cumulative Voting Record	W Cumulative Voting Record
ALABAMA																						
Allen (D)	W	W	W	W	W	W	R	W	R	W	W	W	R	R	W	W	R	W	W	W	33	79
Sparkman (D)	W	W	W	R	W	W	R	R	R	W	W	W	W	R	R	W	A	A	R	R	100	92
ALASKA																						
Gravel (D)	R	R	W	A	R	W	R	R	R	W	W	A	A	R	R	R	R	R	R	R	74	18
Stevens (R)	W	R	A	R	R	W	R	W	R	W	W	W	R	R	W	W	R	W	R	W	63	39
ARIZONA																						
DeConcini (D)	R	R	W	W	W	A	W	W	R	R	W	A	R	A	R	R	R	R	R	R	11	6
Goldwater (R)	W	W	W	W	W	A	A	A	R	W	W	W	R	R	W	W	A	A	W	W	13	132
ARKANSAS																						
Bumpers (D)	W	R	R	A	R	W	R	R	W	R	R	W	W	W	R	R	R	R	R	A	35	20
McClellan (D)	A	A	A	A	A	W	R	W	R	W	W	W	A	R	A	A	A	A	W	A	39	142
CALIFORNIA																						
Cranston (D)	R	R	A	R	R	R	R	R	W	R	R	W	W	W	R	R	R	R	R	R	101	10
Hayakawa (R)	W	W	W	W	W	W	W	W	R	W	W	W	R	W	W	W	W	W	W	W	2	18
COLORADO																						
Hart (D)	W	R	R	R	R	R	R	W	R	R	W	R	W	W	R	R	R	R	R	R	49	12
Haskell (D)	R	R	R	R	R	A	R	R	A	W	R	A	W	R	R	R	R	R	R	R	59	19
CONNECTICUT																						
Ribicoff (D)	A	A	R	R	R	R	R	R	W	W	R	R	W	W	R	R	R	R	R	R	131	18
Weicker (R)	R	R	R	R	A	R	A	A	R	W	W	W	R	W	R	W	R	W	R	R	57	38
DELAWARE																						
Biden (D)	R	W	R	R	R	R	R	R	W	R	R	R	A	W	R	R	R	R	R	R	58	17
Roth (R)	W	W	W	W	W	W	W	W	A	W	W	R	R	W	R	W	W	W	A	W	18	83
FLORIDA																						
Chiles (D)	W	W	W	W	W	W	W	W	W	R	W	A	R	W	R	R	R	W	R	W	46	55
Stone (D)	W	W	R	W	R	R	R	R	W	W	W	W	R	W	W	R	R	R	W	W	32	30
GEORGIA																						
Nunn (D)	W	A	W	W	W	W	R	W	W	W	R	W	W	R	R	W	R	R	R	W	33	49
Talmadge (D)	W	W	W	W	W	R	R	W	R	W	R	W	A	R	R	W	R	R	A	W	60	116
HAWAII																						
Inouye (D)	A	A	R	R	R	A	R	R	R	A	R	W	A	W	R	R	R	R	A	A	117	13
Matsunaga (D)	R	R	R	R	R	R	R	R	R	W	R	W	W	R	R	R	R	R	R	R	17	3
IDAHO																						
Church (D)	R	W	R	A	W	A	R	R	R	W	R	R	R	R	R	R	R	R	R	R	136	27
McClure (R)	A	A	W	W	W	W	W	W	R	W	W	W	R	W	W	W	W	W	W	W	11	68
ILLINOIS																						
Stevenson (D)	W	W	R	R	R	A	R	R	R	R	R	W	R	W	R	R	R	W	R	R	81	20
Percy (R)	W	W	R	R	A	A	R	R	R	W	W	W	W	W	R	A	A	A	R	W	74	34
INDIANA																						
Bayh (D)	R	R	R	R	R	A	R	R	W	W	R	R	R	W	R	R	R	R	R	R	122	10
Lugar (R)	W	W	W	W	W	W	R	W	W	W	W	W	R	W	W	W	W	W	W	W	2	18
IOWA																						
Clark (D)	R	R	R	R	R	A	R	R	W	R	R	R	W	R	R	R	R	R	R	R	72	10
Culver (D)	R	R	R	R	R	A	R	R	W	R	R	R	W	R	R	R	R	R	R	A	51	6
KANSAS																						
Dole (R)	W	W	W	W	W	W	W	W	R	W	W	W	R	W	W	W	W	W	A	W	17	88
Pearson (R)	A	A	W	R	W	A	W	W	R	W	W	W	R	W	W	R	W	W	R	A	52	91
KENTUCKY																						
Ford (D)	R	R	W	R	A	R	R	R	R	W	W	W	W	W	R	R	R	R	R	R	44	16
Huddleston (D)	R	R	W	R	R	R	R	R	R	W	R	W	R	W	R	R	R	R	R	R	60	20
LOUISIANA																						
Johnson (D)	R	R	W	W	A	R	W	W	R	W	W	W	R	R	R	W	R	R	R	R	32	42
Long (D)	W	R	W	R	A	R	R	R	A	W	W	W	R	A	R	W	R	W	R	R	94	89
MAINE																						
Hathaway (D)	R	R	R	R	R	R	R	R	R	R	R	W	W	R	W	R	R	R	R	R	66	18
Muskie (D)	R	A	R	R	R	R	W	W	R	R	R	A	W	W	R	R	R	R	R	A	138	22
MARYLAND																						
Sarbanes (D)	R	R	R	R	R	R	R	R	R	A	R	R	W	R	R	R	R	R	R	R	18	1
Mathias (R)	R	R	R	R	R	R	R	R	R	A	W	W	W	R	R	R	R	R	R	W	84	28
MASSACHUSETTS																						
Kennedy (D)	R	R	R	A	R	R	R	R	W	R	R	A	W	R	R	R	R	R	R	R	130	13
Brooke (R)	R	R	R	R	R	R	R	R	W	W	R	W	W	R	R	R	R	R	R	R	103	19
MICHIGAN																						
Riegle (D)	R	R	R	R	R	R	R	R	R	W	R	R	A	R	R	R	R	R	R	R	18	1
Griffin (R)	W	A	A	W	A	W	R	W	R	R	W	A	A	W	W	W	W	W	R	A	35	82
MINNESOTA																						
Anderson (D)	R	R	R	R	R	R	R	R	W	R	R	W	W	R	R	R	R	A	R	R	16	3
Humphrey (D)	R	A	R	R	R	R	R	R	W	A	R	W	W	R	R	R	R	R	R	A	144	11
MISSISSIPPI																						
Eastland (D)	W	W	W	W	W	A	W	W	R	W	W	A	A	R	R	W	R	R	W	W	37	149
Stennis (D)	W	W	W	W	W	W	W	W	R	W	W	A	R	W	W	W	A	A	W	W	44	149
MISSOURI																						
Eagleton (D)	R	R	R	R	R	R	R	W	R	W	R	W	R	W	R	R	R	R	R	R	93	16
Danforth (R)	W	W	W	W	W	W	R	R	R	W	W	W	R	W	W	W	R	W	R	W	6	14
MONTANA																						
Melcher (D)	R	R	R	R	R	R	R	R	A	W	W	W	R	R	R	R	R	R	R	R	16	3
Metcalf (D)	R	A	R	R	R	R	R	R	R	R	R	R	A	W	R	R	A	A	R	R	134	14
NEBRASKA																						
Zorinsky (D)	W	W	W	W	W	R	R	R	W	W	W	W	R	W	R	R	R	W	R	W	8	12
Curtis (R)	W	A	A	W	W	W	W	W	R	W	W	W	R	W	W	W	W	W	W	W	12	174
NEVADA																						
Cannon (D)	W	R	A	R	W	R	R	R	A	W	R	W	R	W	W	R	R	R	W	R	111	50
Laxalt (R)	W	W	W	W	W	W	W	W	A	A	W	W	A	R	W	W	W	W	W	W	8	47
NEW HAMPSHIRE																						
Durkin (D)	R	R	R	R	R	R	R	R	R	W	R	R	W	R	R	R	R	R	R	R	43	5
McIntyre (D)	R	W	R	R	R	A	R	R	A	R	R	R	W	R	R	R	R	R	R	R	120	21
NEW JERSEY																						
Williams (D)	R	R	R	R	R	R	R	R	R	W	R	W	W	R	R	R	R	R	R	R	161	12
Case (R)	R	R	R	R	R	R	R	R	R	W	R	R	W	R	R	W	R	R	R	R	164	30
NEW MEXICO																						
Domenici (R)	W	W	W	W	W	W	W	W	R	W	W	W	R	R	W	W	W	W	W	W	19	61
Schmitt (R)	W	W	W	W	W	W	W	W	R	W	W	W	R	W	W	W	W	W	W	A	2	17
NEW YORK																						
Moynihan (D)	R	R	R	R	R	A	R	R	R	W	R	W	W	R	R	R	R	R	R	R	16	3
Javits (R)	R	R	R	R	R	R	R	R	R	W	R	R	A	R	R	W	R	R	R	R	167	29
NORTH CAROLINA																						
Morgan (D)	W	R	W	W	W	W	A	A	R	W	R	R	W	R	W	W	R	W	W	W	22	35
Helms (R)	W	W	W	W	W	W	W	W	R	W	W	W	R	W	W	W	W	W	W	W	10	71
NORTH DAKOTA																						
Burdick (D)	R	R	W	R	R	R	R	R	R	W	R	W	R	R	R	R	R	R	R	R	137	23
Young (R)	W	W	W	R	W	W	R	W	R	W	W	W	R	W	W	W	W	W	W	W	44	147
OHIO																						
Glenn (D)	R	R	R	R	R	R	R	R	A	W	R	R	W	W	R	R	R	R	R	W	44	13
Metzenbaum (D)	R	R	R	R	R	R	R	R	W	R	R	R	W	W	R	R	R	R	R	R	27	3
OKLAHOMA																						
Bartlett (R)	W	W	W	W	A	A	W	W	R	W	W	A	A	A	A	W	W	W	W	W	9	68
Bellmon (R)	W	W	W	W	W	R	W	W	R	W	W	W	R	W	W	W	W	W	R	W	23	86
OREGON																						
Hatfield (R)	W	W	A	R	W	R	R	R	R	W	W	W	W	W	R	W	W	W	R	W	66	56
Packwood (R)	R	R	A	W	W	R	R	R	R	W	W	W	R	W	R	W	R	R	R	R	50	62
PENNSYLVANIA																						
Heinz (R)	R	R	R	R	W	R	R	R	W	W	W	R	R	W	R	W	R	W	R	R	13	7
Schweiker (R)	W	R	W	R	R	W	W	W	A	W	W	R	R	R	R	W	R	W	R	W	97	18
RHODE ISLAND																						
Pell (D)	R	R	R	R	R	R	R	R	W	W	R	R	W	W	R	R	R	R	R	R	141	14
Chafee (R)	W	R	R	R	W	A	R	R	W	W	W	R	W	W	A	W	R	W	R	W	8	10
SOUTH CAROLINA																						
Hollings (D)	W	R	A	W	R	W	W	W	R	W	R	W	R	R	R	W	R	R	A	R	66	57
Thurmond (R)	W	W	W	W	A	W	W	W	R	W	W	R	R	R	W	W	W	W	W	W	23	168
SOUTH DAKOTA																						
Abourezk (D)	R	R	R	R	R	R	A	A	W	R	R	R	W	R	A	R	A	A	R	R	61	12
McGovern (D)	R	R	A	R	A	A	R	R	A	R	R	R	W	R	R	R	R	R	R	R	116	15
TENNESSEE																						
Sasser (D)	R	R	R	A	R	R	R	R	R	W	R	R	R	R	R	R	R	R	R	W	17	2
Baker (R)	W	W	R	W	A	A	W	R	R	W	W	W	R	W	W	W	W	W	R	W	29	84
TEXAS																						
Bentsen (D)	R	R	W	W	W	R	R	R	R	W	W	W	R	W	R	W	R	R	R	R	52	48
Tower (R)	W	W	W	W	W	W	W	W	R	A	W	W	R	W	W	W	W	W	W	W	15	134
UTAH																						
Garn (R)	W	W	W	W	W	A	W	W	R	W	W	W	R	W	W	W	W	W	W	W	9	50
Hatch (R)	W	W	W	W	W	W	R	W	A	W	W	A	R	W	W	W	W	W	A	W	2	15
VERMONT																						
Leahy (D)	R	W	R	R	R	R	R	R	R	R	R	W	W	W	R	R	R	R	R	R	48	13
Stafford (R)	R	W	R	R	W	R	R	R	R	W	W	W	A	W	R	R	R	R	R	R	69	26
VIRGINIA																						
Byrd (Ind.)	W	W	W	W	W	W	W	W	W	W	W	W	R	W	W	W	W	W	W	W	17	118
Scott (R)	W	W	W	W	W	W	W	W	R	W	W	R	R	W	W	W	W	W	W	A	11	67
WASHINGTON																						
Jackson (D)	R	R	R	R	R	R	R	R	R	W	R	R	R	R	R	R	R	R	R	R	184	7
Magnuson (D)	R	R	R	R	R	R	R	R	R	W	R	W	R	R	R	R	R	R	R	R	184	12
WEST VIRGINIA																						
Byrd (D)	R	R	R	R	R	R	W	W	R	W	R	W	W	W	R	R	R	R	W	W	119	67
Randolph (D)	R	R	R	R	R	R	R	R	R	W	W	W	W	R	R	R	A	A	W	R	127	41
WISCONSIN																						
Nelson (D)	R	R	R	R	R	R	R	R	W	W	R	R	W	W	R	R	R	R	R	R	127	23
Proxmire (D)	R	R	R	R	R	W	R	R	W	W	R	R	W	W	R	R	R	R	R	R	148	36
WYOMING																						
Hansen (R)	W	W	R	W	W	W	W	W	R	W	W	W	R	W	W	W	W	W	W	W	13	115
Wallop (R)	W	W	R	W	W	W	R	W	R	W	W	W	R	W	W	W	W	W	W	W	4	16

Key to Symbols

R Voted Right or was Paired Right.
W Voted Wrong or was Paired Wrong.
A Absent and not paired.
* Not in Congress at time.

Votes by senators while members of the House are not included in this record.


Jobs
register
and
vote

Chaikin at Belgrade:

Soviet Interference with Mail Undermines Helsinki Principles

The following is excerpted from an address by Sol C. Chaikin, a vice president of the AFL-CIO and president of the Ladies' Garment Workers Union, to the Belgrade review conference of the 1975 Helsinki agreement. Chaikin is a member of the U.S. delegation headed by Ambassador Arthur Goldberg. The formal name for the Helsinki Pact is The Final Act.

AS WE APPROACH the conclusion of our review of implementation of the Declaration of Principles of The Final Act, my delegation wishes to comment further on principles concerning cooperation among states and fulfillment in good faith of international obligations under international law.

I am a private citizen and not a professional diplomat. I am president of a large, well-known national union, and in addition I have the honor and responsibility to be a vice president of the AFL-CIO. I represent many millions of the free trade union members of the United States, who together with their families, make up a tremendous body of public opinion in our country. I wish to discuss matters falling within the purview of The Final Act that are of direct interest to all of them and, thus, to our government.

In pledging to honor their obligations under international law, the participating states specifically defined their obligations as those "arising from the generally recognized principles and rules of international law and those obligations arising from treaties or other agreements, in conformity with international law, to which they are a party." Moreover, in their promises at Helsinki to fulfill in good faith their obligations under international law, all participants reaffirmed the primacy of their obligations to the Charter of the United Nations.

In the period since August 1975, my own country, which openly acknowledges its imperfections and seeks to correct them, has endeavored to bring its policies and practices fully into conformity with The Final Act. In this effort, the Congress of the United States has this year enacted legislation to facilitate the issuance of visas to members of Communist trade unions. This legislation, I think I do not need to emphasize, has not been universally popular among all of us in the United States. But it is now the law of the land, a solemn obligation of my government, and it is honored.

I regret to say, however, that on the other hand some of the obligations incurred by the Soviet Union in subscribing to above mentioned precepts of The Final Act do not appear to have been similarly honored.

I have with me a copy of an invitation addressed on October 6 by President George Meany of the AFL-CIO to Academician Andrei Sakharov, winner of the Nobel Prize and fearless champion of human rights, and five other Soviet citizens to attend a convention of the AFL-CIO in December. This invitation was sent from Washington to Academician Sakharov and other invitees in early October through the ordinary mail. But what has transpired since then is a mystery. We cannot confirm that the invitation ever reached Mr. Sakharov, and neither has Mr. Meany ever received a reply.

After sending these invitations, Mr. Meany, president of the AFL-CIO, wrote to President Carter asking his help in encouraging the Soviet authorities to issue exit visas for our invited guests and, of course, to allow them to return home.

It is our belief that since we have changed our own visa policies, it remains to be seen whether individuals and groups who are in the mainstream of American democratic thought can effectively invite Russians with whom they wish to meet.

I MIGHT ADD that the American Embassy in Moscow has sent a formal diplomatic note to the Soviet Ministry of Foreign Affairs officially supporting Mr. Meany's invitation to Mr. Sakharov. Yet, uncertainty continues to cloud the question of whether Mr. Sakharov is permitted to receive his mail from Mr. Meany and to dispatch a reply, and whether the visas will be issued.

Now, this appears to be a clear-cut violation of the "freedom of transit" guarantees of the Universal Postal Convention and thus a failure to honor The Final Act. If this is so, and it certainly appears to be, then the obvious result will be for many millions of Americans to conclude that our unilateral change in visa policy has failed to persuade the Soviet authorities to ameliorate theirs. This could only, in many minds in our country, cast doubt about our own efforts to go to great lengths to perfect compliance with The Final Act.

I cite this case not to damage the atmosphere of this important meeting at Belgrade but to attempt to ascertain what has happened to a piece of mail sent from my country to a distinguished citizen of the Soviet Union. If there is an explanation of what has transpired, my delegation would be most eager to hear it. In the meantime, we feel obliged to draw attention to what appears to be a violation of pledges undertaken by all of us in Principles 9 and 10 of The Final Act.

May I conclude by reiterating what has often been stressed here at Belgrade by Ambassador Goldberg—namely that the American people, and certainly this is true of the American workers, will only support the process of detente provided the process is humane and just and if solemn pledges, like those endorsed at Helsinki at the highest level, are truly respected.

Enforcement Shifted:

Metal Miners Welcome Gains In New Federal Safety Law

ON-THE-JOB HEALTH and safety of the nation's metal miners will get a big boost from the new federal Mine Safety Act recently signed into law, Legislative Director John J. Sheehan of the Steelworkers said on Labor News Conference.

Sheehan said that "tremendous upgrading" of existing health and safety provisions was coupled with transfer of enforcement responsibility from the Interior Dept. to the Labor Dept., which will give maximum effect to the strengthened enforcement provisions. He said the new law puts the kind of "teeth" into mine inspections that will make it possible to effectively and promptly remedy health and safety hazards.

Sheehan said the new law brings the health and safety protections for metal miners up to about the same level achieved for coal miners in 1968. He said that it took longer to move the legislation for metal miners than it did for coal miners largely because metal mining involves generally smaller operations that are widely scattered and less visible. Although more metal miners die per thousand man-hours of work than coal miners, there are seldom disasters of major proportions that draw public attention, he pointed out.

Now that the new mine safety law is on the books, Sheehan said the statutory framework to provide safety for workers is substantially complete. He said that rather than seeking new legislation in the immediate future, the major emphasis now will probably be to assure the effective operation and administration of existing job health and safety laws.

Turning to other issues, Sheehan said that the dumping of foreign steel products in the United States has become a major problem for the American steel industry that demands Administration action. He said that it is not a question of whether or not the U.S. steel industry can compete with imports, but rather a question of fairness in the pricing policies of steel imports. With "fair competition and fair pricing policies" covering imports, "the American steel industry can compete" very well, he asserted.

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IF THE HUMPHREY-HAWKINS Full Employment & Balanced Growth Act is enacted in 1978 it would commit the federal government for the first time in history to bend all its efforts toward the goal of full employment in peacetime.

President Carter gave his backing well aware that reducing unemployment to 4 percent in five years "is an ambitious objective and one that may prove very difficult to achieve. . . ."

But the difficulty may be more political than economic. For what the Humphrey-Hawkins bill does is nudge the United States government a little bit towards planning, but with a "Made in the U.S.A." label. Planning comes in many varieties, from the rigid controls of totalitarian states to "indicative" planning and other approaches of West European social democracies.

The very thought of the U.S. government engaging in the same kind of planning as practiced by all major corporations sends chills up and down the spines of business executives and newspaper publishers.

The Humphrey-Hawkins bill which Carter finally accepted was, according to a top adviser, "significantly revised" to meet the President's objections. The goal of "reasonable price stability" was given a priority equal to that of reducing unemployment. The anti-inflation section was strengthened; the President was given the "flexibility" to change goals and timetables; government controls of any kind were explicitly rejected, and the private sector was recognized as the primary provider of jobs.

Oddly enough, the compromise legislation was attacked for contradictory reasons.

Newspapers which probably would not support strong economic planning legislation anyway criticized the Humphrey-Hawkins compromise as nothing but "a get-well card for the American economy" or "phony" and "fraudulent" because it is only "symbolic."

On the other hand, organized business predicted gloom and doom. The Humphrey-Hawkins bill, according to business, would bring double-digit inflation, government control, dead-end jobs and the ruination of America. It has all been said before.

WHEN THE "FULL EMPLOYMENT ACT of 1945" was being debated, it was strongly supported by the Truman Administration, organized labor and many church and civic groups.

The conservatives and newspapers of the time clobbered the legislation. Some business groups argued that "depressions are inevitable under the free enterprise system." Some said unemployment and its ills were "the price we pay for freedom."

Once the word "full' was knocked out of the legislation, Sen. Robert A. Taft could stand up and say that the "Employment Act" was now something any Republican could support. He knew well what that word implied.

In the 30 years since, the nation has suffered recessions with cyclical regularity. There were three recessions under Eisenhower and two under Nixon and Ford. The conventional wisdom of accepting higher and higher levels of unemployment as the chief weapon to bring down inflation has proved false. Inflation has remained high and, although its chief causes have been identified —food, energy, health care and housing—effective remedies are still to be proposed and applied.

Meanwhile, the prolonged recession takes it toll. Jimmy Carter said in 1976, there is evidence "that unemployment is directly related to increased family deterioration, alcoholism, suicide, child abuse, mental illness and infant mortality. All this points up the urgent need for a healthy economy and for every federal program—in health care, tax policy, urban renewal, welfare, education, crime control, housing and all the others—to work for our families, not against them."

The coming battle over Humphrey-Hawkins can do much to redefine the issues of the day and perhaps lift public debate above the obsession with inflation, lagging profits and capital formation.

A BIG BOOST for on-the-job health and safety is seen in the new federal Mine Safety Act recently signed by President Carter, Steelworkers Legislative Director John J. Sheehan, center, said on Labor News Conference. Questioning him were Dale McFeatters, left, of the Scripps-Howard Newspapers and Justin McCarthy of Press Associates, Inc. The AFL-CIO produced program is aired weekly over the Mutual radio network.

WARM WELCOME is extended to Vice President Mondale by State, County & Municipal Employees President Jerry Wurf during the union's National Leadership Conference. Mondale promised a "strong" Administration response to the problems of the cities.

Public Employee Battle Called Crucial to Labor

(Continued from Page 1)

in Virginia, the court challenge of unemployment compensation for state and local government employees . . . all are part of the same anti-union, anti-worker pattern."

Public sector unions also have a direct stake in the labor movement's broad concerns, Meany stressed. He said that recession-breeding economic policies that add to unemployment have squeezed state and local budgets, forcing cutbacks in public services and layoffs of public employees.

Meany told the AFSCME conference that the AFL-CIO is committed to "real" welfare reform, but opposed to the Carter Administration's proposal that would do more harm than good."

The job provisions of Carter's plan, Meany said, "would create a pool of second-class citizens compelled to work at substandard wages" and could lead to "firings of state and municipal workers and their replacement from the pool of those on welfare."

It's "not just your fight," Meany said. "It is everybody's fight, and the AFL-CIO Executive Council has already made clear our intention to fight for welfare reform that will be real reform, and not just another device to lower the standards of workers or cause them to be displaced."

The three-day conference drew some 200 delegates from AFSCME locals, and Vice President Walter F. Mondale headed a list of prominent officials who addressed the group. Mayor Coleman Young of Detroit was the keynote speaker.

Mondale told the conference that the Carter Administration is "beginning to move in a strong way on the challenge of our cities." He cited the newly-enacted urban aid legislation which gives a bigger share of funds to cities with the highest portion of older housing.

BLS Book Focuses On Working Women

A dramatic rise in the number and percentage of women workers in the U.S. labor force is documented in a new Bureau of Labor Statistics publication, "U.S. Working Women."

It shows, for example, that more than four out of 10 American workers are women. In 1976, women made up 40.5 percent of the total workforce. That compares with 35.2 percent in 1965 and 31.6 percent in 1955.

Another comparison shows that 65 percent of women in the 20-24 age group worked during 1976, compared with only 46.1 percent of the same age group in 1960.

The data book, BLS Bulletin 1977, sells for $2.50 from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

U.S. Asked to Protect Crown Of St. Stephen

AFL-CIO President George Meany has asked President Carter to "protect" the Crown of St. Stephen "until such time as the government of Hungary is freely and popularly elected by her people."

Noting press stories and congressional hearings reporting that the government is anticipating returning the Crown of St. Stephen to the government of Hungary, Meany wrote:

"As you know, the Crown of St. Stephen is not merely a trapping of state power, but more a symbol of moral and religious importance to free people and those who seek political democracy the world over.

"A return of the Crown of St. Stephen to the Kadar government will cause great sorrow among many millions of people in the world even though it may please and serve the purposes of the small elitist leadership of dictatorships in Eastern Europe. The sharp reaction throughout the world, should the crown be transferred to the government of Hungary, will cast a doubt on the position of the United States concerning human rights and freedom.

"It is my hope, and a wish that I believe is reflected in society both here and abroad, that the Crown of St. Stephen be protected until such time as the government of Hungary is freely and popularly elected by her people."

A Look at the West German Law:

Lack of Real Parity Mars Co-determination Concept

A West German law—Mitbestimmung, or co-determination, as it's known in the United States—provides for equal representation of workers and shareholders on supervisory boards of major industrial corporations.

A number of journalists and academics in the United States have hailed "co-determination," or workers' participation in corporate decisions, as if they have discovered some new type of "social" unionism, James N. Ellenberger notes in the current issue of the American Federationist. Yet, a close examination of the new law discloses the lack of any real "parity" in its provisions, Ellenberger observes.

A representative of the AFL-CIO's Dept. of International Affairs, Ellenberger asserts in the federation's monthly magazine that the German law provides something quite different from what is sometimes perceived in the United States.

"In fact, there is some debate as to what is implied by the very term itself," he points out. "The misconception in the United States is that co-determination is simply participation by workers on the board of directors.

"In Germany today, the unions argue that 'real' co-determination will come when they can achieve true parity with the representatives of the shareholders on supervisory boards and be represented on the managing board. Others argue that 'real' co-determination has little to do with the supervisory boards but depends primarily on the level of participation at the shop floor through works councils."

Various examples of co-determination exist throughout Western Europe, but it is Germany which is most frequently cited in discussions about workers' participation in management. The struggle for co-determination in Germany began 129 years ago when the Constitutional National Assembly considered legislation that would have provided for the creation of factory committees.

In reality, however, the first substantial law setting up works councils was passed in 1920. That law provided for employee "co-influencing" on certain social, personnel, and economic matters in companies with 20 or more workers, and established the roots of present-day co-determination.

The Nazis ended the new approach to industrial relations in the 1930s, however, and it was not until after the end of World War II that worker participation schemes again surfaced.

The Works Constitution Act of 1952 laid the groundwork for workers' participation at the lowest possible level. This act, updated in 1972, provided for the election of works councillors to help firms recognize the "social consequences of market decisions" and to provide employees with a channel for having a say in their conditions of work.

Local unions, in the American sense, do not exist in Germany. Works councils assume a role in German labor relations that would normally be reserved for local unions in the United States.

Under the law, works councils have specific responsibilities and duties but, as Ellenberger notes, "the employer retains absolute prerogative over all economic policy decisions."

In the debate over the merits of co-determination, a number of commentators have mistakenly assumed that this practice means putting workers' representatives on a board of directors within the context of American corporate law. German corporate structure is somewhat different. A two-tiered corporate system in Germany provides for an elected supervisory board which, in turn, elects a managing board.

The composition of the supervisory boards provides safeguards to insure that the shareholders will have their way. The boards are comprised of wage earners, salaried employees, and senior executives and, under the law, each category is guaranteed at least one position on the workers' delegation.

"Admittedly, it is difficult to imagine a situation where the 'senior executive' member on the workers' side would fail to support the shareholders' side." Ellenberger observes. But, if he does, there is another escape clause.

The chairman and vice chairman of the board are elected by a two-thirds majority. Failing this, the shareholders' side nominates the chairman and the employees' side nominates the vice chairman. As the boards are always composed of an even number, it is quite conceivable that deadlocks might occur. In such instances, the chairman casts a second, deciding vote.

Despite problems with the new co-determination law, the German labor movement has had success with works councils and "parity" co-determination in coal, iron and steel, Ellenberger notes.

"They indicate that the new law should not be considered a setback, but rather a small advance toward their goal of true parity," he says. Yet, there is considerable feeling that the supervisory boards are "first committed to the interests of the business and then to those of the jobholders," Ellenberger adds.

"There is also the feeling, among both the workers and their representatives on supervisory boards, that all of the initiative on vital issues and determinations remains with the shareholders and management."

The American labor movement, observing the German experiment, has chosen not to follow along with the concept of co-determination because of a totally different approach toward resolution of issues affecting the workplace.

Traditionally, labor movements in Western Europe have sought to resolve such issues, not through collective bargaining, but through political and legislative means. In the United States, a decentralized and strong local union structure, proud of its independence, negotiates with employers over problems and grievances affecting the workplace.

"Having waged the battle and won the right to represent the interests of workers, the labor movement would be understandably concerned at political efforts to dilute that right," Ellenberger observes.

"The role and purpose of trade unionism in this country have involved a pragmatic insistence that labor receive its just and fair share," he adds.

Schedule for December At Labor Studies Center

Officers and staff members, newly elected or newly appointed to regional or national union positions are working at the George Meany Center for Labor Studies, Nov. 27 to Dec. 9, in an annual two-week session for new staff.

The group will discuss, in round table, responsibility of staff members to locals and to their international union. They'll be coached on techniques for developing and guiding local leaders. They'll learn the structure, functions and history of the AFL-CIO and other unions. Marjorie Rachlin, senior staff associate, will coordinate the sessions.

During the first week, Harry Millstone, a senior staff associate at the center, will lecture on organizing techniques, from the survey to the election.

In the second week, Russell Allen, the center's deputy director, and Lawrence Rogin, senior staff associate, will lead a discussion of collective bargaining techniques: Preparation for negotiations, contract language, costing, escalator clauses and the use of mediation.

AFL-CIO Education Director Walter Davis, will brief the new staff group on the federation's efforts to promote Labor Law Reform.

The only other activities scheduled on campus during December are two programs offered by the Professional Air Traffic Controllers Organization, an affiliate of the Marine Engineers. Officers of PATCO locals will discuss the terms of the PATCO contract with the Federal Aviation Administration and the effective arbitration of disputes. PATCO represents all 16,500 men and women who direct air traffic at the nation's airports.

More information on these or other labor studies programs may be obtained from Fred K. Hoehler, Jr., executive director, George Meany Center for Labor Studies, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone: 301/431-6400.

Meany Urges Sugar Field Pay Catch-Up

Sugar field workers should be given a "substantial" catch-up increase in the minimum wage, AFL-CIO President George Meany urged in a letter to Agriculture Sec. Robert Bergland.

After a three-year lag, the Agriculture Dept. will again set minimum wages for nearly 50,000 workers in sugar cane fields in Louisiana and Texas and in the sugar fields of the West.

Meany's letter to Bergland backed up the continuing effort of the Meat Cutters on behalf of a group of workers that traditionally has to depend on government edict to obtain a fair wage.

Under a law that expired in 1974, United States sugar growers were guaranteed a share of the American market at prices that would yield a profit. They were required in exchange to pay their workers a minimum wage set each year by the Agriculture Dept. When farm workers were brought under the Fair Labor Standards Act, originally at a subminimum wage, the sugar workers' wages were set by the Agriculture Dept. at a higher level. The differential was 44 percent for some groups of workers in 1974, Meany noted.

After 1974, a period that included a dramatic rise in the world price of sugar and two years of huge profits for U.S. growers, there was no longer a separate wage floor for sugar workers.

With inflation, Meany noted, the real wages of many of the sugar workers have dropped by one-third since 1974.

With sugar producers' profits down this year, Congress passed a new crop support law and again included a provision for a minimum wage to be set by the Secretary of Agriculture.

The law does not specify the criteria for setting the wage floor, but Meany suggested two guideposts in his letter to Bergland. He said the 44 percent differential above the minimum wage for other farm workers should "at the very least . . . be maintained." He noted also that a group of foreign workers will be brought into the United States for the Florida sugar cane harvest at a wage rate of $3.23 an hour. Certainly, U.S. workers should be paid above that level, Meany said.

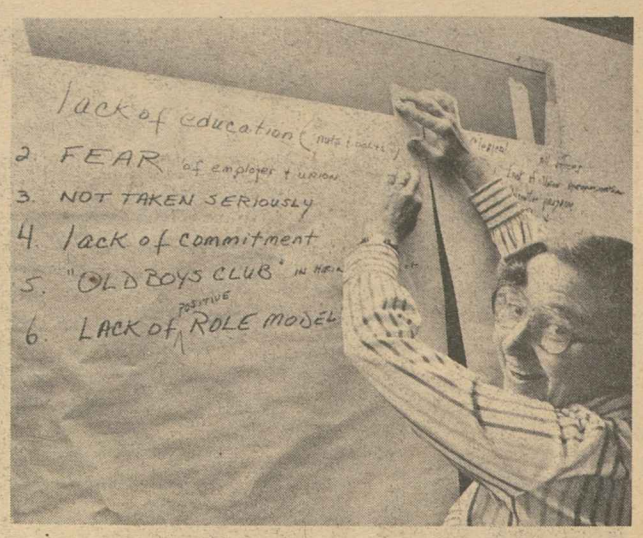
Meat Cutters President Harry R. Poole and Sec.-Treas. Samuel J. Talarico wrote Bergland that many of the Louisiana sugar cane workers—a group the union has tried to help over the years—live on plantations "in poverty, deprivation, bad health conditions and in debt to the company store."

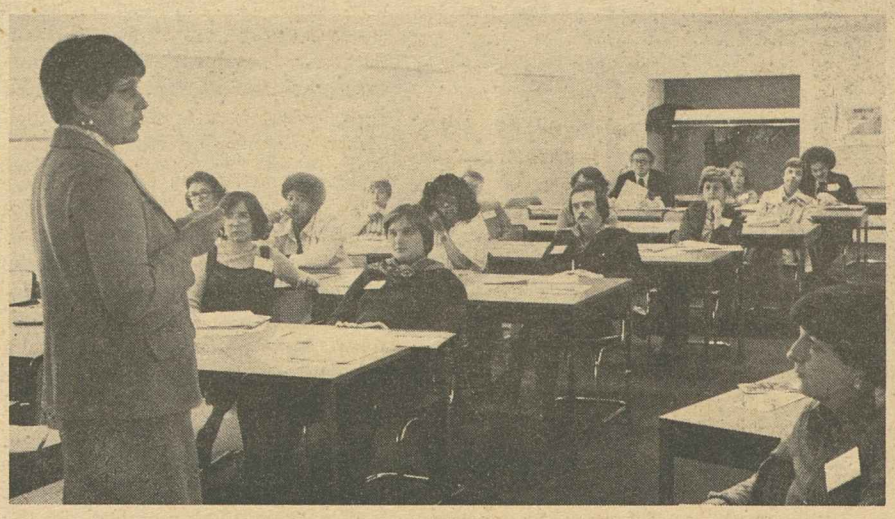
Law Reform Pressed By Rights Leaders

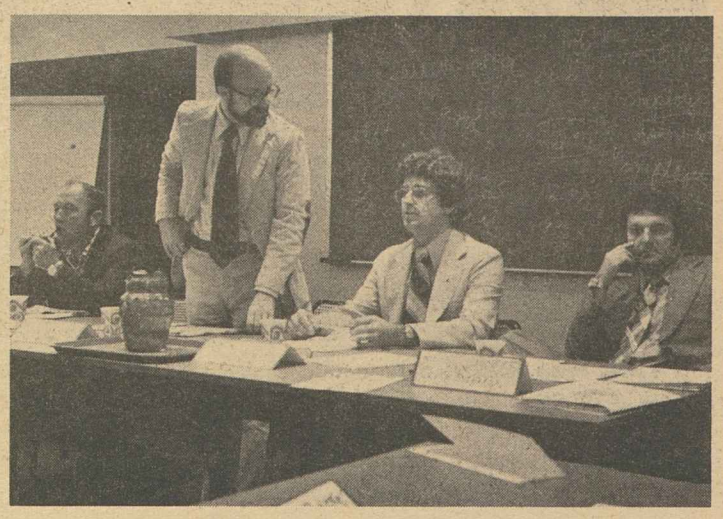
The Leadership Conference on Civil Rights has called on its member organizations to join actively in the campaign to pass the labor law reform bill that the Senate will take up early in the 1978 session.

The statement adopted by the coalition group's executive committee stressed that unionization has been one of the "roads out of poverty for millions of minority Americans."

It said the legislation would strengthen economic rights that are "essential" to fulfillment of federal civil rights laws.







WHITE COLLAR ORGANIZING was the focus of workshops conducted at the George Meany Center for Labor Studies by the Council of AFL-CIO Unions for Professional Employees. Some sessions were jointly sponsored by the International Labor Press Association, upper left. Marjorie Rachlin, upper right, of the center's staff, posts discussion outline on organizing white collar women workers. Gloria Johnson, above left, director of education and women's activities for the Electrical, Radio & Machine Workers, leads discussion. Labor editors, above right, explore the role of publications in organizing. Luncheon speakers, right, included President Albert Shanker of the Teachers and CPE Executive Sec. Jack Golodner, at the lectern.

Kirkland Sees Sadat Visit Spur To Peace Efforts in Middle East

New York—The visit of Egyptian President Anwar Sadat to Jerusalem is a tremendously important symbolic act in the search for peace in the Middle East, AFL-CIO Sec.-Treas. Lane Kirkland told the inaugural luncheon of the Israel Histadrut Campaign here.

But while the climate has changed and the "right people are talking to each other," he noted that the Palestine Liberation Organization (PLO), along with the Soviet Union, is using the language of the international Communist movement in assailing Sadat.

Whatever the outcome of the visit and the talks, Kirkland said, the overriding fact of Israel's survival is the paramount issue, and the American trade union is dedicated to that priority.

Kirkland paid tribute to the 25 years of service of Gregory J. Bardacke as executive director of the American Trade Union Council for Histadrut, pointing out that his dedicated career has woven indissoluble bonds between the trade union movements of the United States and Israel. Bardacke is retiring in February 1978.

Dr. Judah J. Shapiro, president of the National Committee for Labor Israel and the Labor Zionist Alliance, told the luncheon that Sadat's decision to visit Israel reflected the desperate economic conditions in Egypt and its president's decision that it was time to concern himself with solutions to those problems, beginning with peace in the Middle East.

Sol. C. Chaikin, president of the Ladies' Garment Workers Union and a vice president of the AFL-CIO, reported on his work at the Belgrade Conference dealing with the human rights commitments of the Helsinki accord. He said U.S. Ambassador Arthur J. Goldberg had rallied the western democracies to help call the Soviet Union and its bloc allies into account on human rights violations.

He reviewed, along with Kirkland, the failure of the Soviet Union to deliver to six Soviet dissidents invitations from AFL-CIO President George Meany to attend the federation's convention in Los Angeles next month.

The annual conference of the ATUCH heard a series of detailed reports on the year's activities and projected plans for next year. It re-elected Matthew Schoenwald, a vice president of the ILGWU, as chairman along with the current slate of officers.

The conference adopted a series of resolutions hailing Meany for voicing strong opposition to the joint U.S.-Soviet statement that would constitute an imposed settlement in the Middle East, supporting the proposal that Palestine Arabs living on the West Bank and in the Gaza Strip identify themselves with Jordan, and pledging support to Histadrut—the Israeli Federation of Labor—in its efforts to preserve and improve conditions for Israeli workers in face of the new "free market" economic policies of the Begin government.

The program for 1978 calls for the creation of ATUCH councils in the states—there are now 48—providing for a gerater numbr of Histadrut scholarships and increasing membership in Israel Histadrut Associates.

In Jerusalem, more than 100 foreign trade union leaders appeared before the 13th convention of Histadrut and pledged their full support. Strong statements of solidarity with Histadrut came from the International Metalworkers' Federation and the International Transport Workers Federation.

The American delegation included 14 AFL-CIO officials headed by President Glenn Watts of the Communications Workers, representing the AFL-CIO.

Histadrut General Sec. Yeruham Meshel's keynote, an all-out attack on the Likud government's economic moves to date and its plans for the future, was warmly applauded by the majority of delegates. The Histadrut leader pulled no punches as he expressed his belief that the New Economic Policy advanced by the government of Prime Minister Menahem Begin amounts to a declaration of class war. He said it is concerned only with the interests of businessmen and the wealthy and disregards the nation's wage earners.

Meshel told the 1,501 delegates that "even in our worst dreams we didn't expect the government's New Economic Policy to be as bad as this."

Unions Boost CARE's World Aid Program

Trade union contributions to CARE have helped feed children in all parts of the world, assisted construction of schools and water systems and provided practical vocational training, Lee W. Minton reported.

Minton, who is president-emeritus of the Glass Bottle Blowers, is a vice president of CARE and the AFL-CIO's representative with the voluntary relief agency.

He said in a report to AFL-CIO President George Meany that CARE distributed a record $186 million worth of goods and services overseas during the last fiscal year. That brings its total since the agency's founding in 1946 to more than $2 billion.

Minton said CARE has responded to emergencies such as the earthquake in Turkey and droughts in Haiti, Chad, Niger and Mali, as well as continuing its regular patterns of assistance.

Apart from the AFL-CIO itself, state and local central bodies and affiliated unions have helped to keep CARE going, Minton reported.

Julius Bernstein Dies, N.E. Rights Leader

Boston—Julius Bernstein, executive director of the Jewish Labor Committee of New England, died Nov. 10 at Beth Israel Hospital.

Bernstein, who was 58, also served as secretary of the Massachusetts AFL-CIO civil rights committee and chairman of the state's Advisory Committee to the U.S. Commission on Civil Rights.

Keenan Stresses Link:

Energy Resources Held Crucial to Jobs

Los Angeles—The United States must come up with a comprehensive energy conservation and development program without overdependence on foreign sources if it is to achieve a healthy, full employmest economy, President Joseph D. Keenan of the AFL-CIO Union Label & Service Trades Dept. declared.

Addressing a conference of Americans for Energy Independence (AFEI), Keenan stressed that many of the nation's economic and job problems can be traced to the energy crisis. Some U.S. industries have not yet recovered from the recession that was brought on by the sudden cutback in energy supplies in 1973, he said.

Keenan, who is president of AFEI and a former AFL-CIO vice president, said the most immediate danger of a worsening energy dilemma is the threat to workers' jobs and national security.

The retired secretary of the International Brotherhood of Electrical Workers cited a close relationship between energy consumption and employment levels.

"When energy consumption was at its lowest—in the Thirties—unemployment was at its highest, and these patterns persist right up to the present," Keenan observed.

"Between 1973 and 1975," he added, "our energy consumption dropped 4.9 percent; unemployment for the same period increased from 4.9 percent to 8.5 percent."

Citing the economic impact of high unemployment on living standards, Keenan said, "it is clear why labor has such a strong interest in seeing this country's energy problems solved. . . . Energy means jobs, and without one you can't have the other."

Keenan outlined three basic steps he said are essential to a meaningful national energy policy:

- A sound conservation program that encourages the elimination of waste in the consumption of fuels along with improved efficiency in energy production.
- Aggressive development of American oil and gas resources, along with wider use of the nation's abundant coal and uranium supplies.
- Selective development of alternative energy sources—such as solar, geothermal and wind—even though practical use of these concepts is still a long way off.

Reducing U.S. dependence on imported oil—particularly from Middle East producers—is vital to the American economy and the nation's security, Keenan said.

"If the money spent to buy 2 million barrels per day of imported oil were used to produce an equivalent amount of energy in this country, it would generate 500,000 to 800,000 new U.S. jobs and insure against the drastic increase in unemployment that would surely accompany an unexpected interruption of oil imports," he noted.

"We have been given varying estimates of the probable impact of another oil embargo in terms of loss of jobs and decline in gross national product. We must make another embargo costly for the Arab producing nations to impose."

Keenan also noted that hundreds of electricity generating plants in the United States are old and inefficient, while construction of new plants faces many delays.

Keenan stressed the need to better inform and educate the public on the full dimensions of the energy crisis.

"National laws and policies are not made in a public vacuum, but they are molded from the clash of informed public opinion," he observed.

FULL EMPLOYMENT COALITION will mount a major drive for the new Humphrey-Hawkins bill and for the programs needed to meet its job goals, Coretta Scott King tells a Washington news conference. She and Clothing & Textile Workers President Murray H. Finley, seated, are co-chairpersons of the Full Employment Action Council.

Full Employment Group Sets Drive for New Bill

(Continued from Page 1)

serling, a former chairman of the Council of Economic Advisors, and Auto Workers Vice President Irving Bluestone.

Finley and Mrs. King made clear that "no one bill" will end unemployment and there must be follow-up programs to carry out the goal that the Humphrey-Hawkins bill would establish—a reduction of the unemployment rate to 4 percent overall and 3 percent for adults within five years, with year-by-year numerical goals to be reached en route to that goal.

The groups making up the Full Employment Council have long advocated "this kind of comprehensive planning process," they said.

Some newspaper editorials have made the assumption that the new Humphrey-Hawkins bill would be merely an empty promise. "We couldn't disagree more," the coalition chairpersons said. And they noted that some of those who criticize the bill as merely symbolic were even more critical of the original version.

The revised bill contains all of the tools of its predecessor, the coalition statement emphasized.

"Instead of mandating the President to use all of these measures within a few months of enactment, it mandates him to use the various tools to the extent required to reach the mandated goals and timetable for the reduction of unemployment.

In response to a question at the news conference, AFL-CIO Assistant Legislative Director Kenneth Young expressed optimism at the bill's chances in Congress.

He said the AFL-CIO will put its "full resources" into the campaign for its enactment and into the follow-up effort that will be needed to put into effect "programs that will actually provide the jobs" America needs.

Holiday Calls For GIs Slated By Musicians

New York—For the tenth consecutive year, the Musicians' union is offering armed forces personnel all over the world free holiday phone calls to their families in the United States during the three-day period Dec. 24-26.

In order that the 335,000-member American Federation of Musicians may pick up the tab, calls must originate from overseas and be transmitted by the Military Affiliate Radio Service (MARS).

From there the calls, which must be arranged with MARS in advance will be transferred to a ham radio station in Mansfield, Ohio, where Robert Altomonte, president of Musicians' Local 159, will route the calls to their destinations through regular telephone wires.

In the ten year's of the program's existence, more than 10,000 service men and women have made Christmas phone calls home courtesy of the Musicians' union, with Altomonte manning his ham radio apparatus around the clock during the three-day period.

Altomonte, a 37-year old percussionist and amateur radio operator, attributed last year's record number of calls—1,800—to improved cooperation on the part of the Army and Navy.

Calls last Christmas came from Guantanamo Bay, the Canal Zone, Okinawa, Puerto Rico, Antarctica, Guam, Japan, Korea, a number of ships at sea, and various European bases, with a heavy volume from Germany, Altomonte said.

Labor Press Cutback Laid to Postage Hikes

(Continued from Page 1)

the per page printing costs rose about 30 percent between December 1972 and September 1977, but that postage charges increased about 900 percent. The consumer price index went up 44.5 percent over the same period.

The ILPA challenged the quality of data presented by the Postal Service in requesting a rate increase for non-profit publications of more than 25 percent. In response to ILPA's questions the Postal Service admitted using data from 11 years ago and conceded estimates made last year on volume for non-profit publications were more than 50 percent high.

The two organizations asked the PRC to:

- Reduce the proposed rate increase for second class nonprofit publications.
- Permit nonprofit publications to receive a discount for sorting their mail in postal zip codes.
- Disallow as an unconstitutional infringement on a free press the proposed zone rating of editorial matter, which would greatly increase the cost of mailing opinion journals.
- Direct the Postal Service to maintain six-day delivery.
- Order the Postal Service to make changes in its address correction service to reduce the costs to publishers. The ILPA cited results of a survey of its member publications and data from the AFL-CIO News that approximately 50 percent of the address correction forms sent labor publications by the Postal Service were not issued in accordance with USPS regulations.

The ILPA also charged the Postal Service with "attempted intimidation" of its witness designed to discourage the labor press from "future limited intervention in rate proceedings." As a result, the ILPA refused to answer questions concerning union financial records, salaries and membership data.

The NRECA and ILPA are the only organizations representing nonprofit publications to intervene in the current case. ILPA's participation in the case was made possible by a grant from the AFL-CIO and voluntary contributions from member publications. NRECA also received voluntary contributions from its publications to defray attorney's fees.

Mondale Heads Roster Of Convention Speakers

Vice President Walter F. Mondale tops the list of high government officials who will address the AFL-CIO's 12th biennial convention, which opens Dec. 8 at the Bonaventure Hotel in Los Angeles.

Opening day speakers will include two Cabinet members, Sec. Patricia R. Harris of the Dept. of Housing & Urban Development and Labor Sec. Ray Marshall.

Sen. Harrison A. Williams, Jr. (D-N.J.), chairman of the Senate Human Resources Committee and its Labor subcommittee, will address delegates at the Dec. 9 morning session.

Williams will be followed to the podium by Mondale, who will also receive the Murray-Green Award, the federation's highest honor, which is presented annually to persons who have made outstanding contributions to American society.

Vernon E. Jordan, executive director of the National Urban League, will speak at the Dec. 9 afternoon session.

Energy Sec. James Schlesinger will also address delegates Dec. 9.

Speakers scheduled for the Dec. 13 Monday morning session include Sen. Daniel P. Moynihan (D-N.Y.) and Vladimir Bukovsky, the self-exiled Soviet dissident.

Benjamin Hooks, executive director of the National Association for the Advancement of Colored People, will address the convention Dec. 13.

Also addressing the convention, at times to be announced later, will be actor E. G. Marshall, who is on the Committee for National Health Insurance; fraternal delegates Cyril Plant and Leonard Edmondson of the British Trades Union Congress, and Sec.-Treas. Donald Montgomery of the Canadian Labor Congress.

'I'm Ready!'

Correspondence about address corrections should be sent with attached mailing label to: AFL-CIO Subscriptions, Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

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Building Crafts Vote Drive To Organize Open Shops

Department's First Convention:

Food Trades Push For Local Councils

Los Angeles—The key to growth of the AFL-CIO's reactivated Food & Beverage Trades Dept. is the formation of more state and local councils, delegates to the first FBTD convention were told.

President Daniel E. Conway stressed in his report to the convention the need for the highest degree of coordination in state and local collective bargaining, mutual support and political activity.

The basic goals of the new department and its 12 affiliates cannot be easily achieved without the coordination of these efforts, Conway said. The economic, social and political interests of the 2 million members represented by the FBTD also can best be served by full cooperation in department efforts at all levels, he added.

"We have made remarkable progress in the brief months since our founding convention," Conway said. But he warned that much more must be done in the department's development.

Conway, who was elected secretary-treasurer at the founding convention, became FBTD president in October to fill the unexpired term of James T. Housewright, who died in September.

Conway outlined the immediate goals of the department on key issues now before Congress and government regulatory agencies.

(Continued on Page 3)

U.S. Trade Deficit Hits New High

The largest monthly trade deficit in United States history—$3.1 billion in October—underscores the seriousness of America's trade problems and the need to safeguard U.S. jobs, the AFL-CIO declared.

"This deficit calls for a change in America's overall foreign economic policies," AFL-CIO Research Director Rudy Oswald said. "America's economic future depends on wise and comprehensive U.S. action to restrain job-destroying imports."

The October trade deficit—the excess of imports over exports—marked the 17th consecutive

(Continued on Page 2)

House Modifies Stand On Old-Age Earning Cap

The House voted not to insist on a costly total repeal of the ceiling on earnings for persons drawing social security retirement benefits and cleared the way for a House-Senate conference on a bill to strengthen the financing of the social security system.

It defeated, 209-183, a labor-opposed motion directing the House conferees to insist on outright repeal of the earnings restriction.

The vote made it likely that the final version would be closer to a Senate-passed bill that would raise the amount of money a retired worker could earn without reduction of social security benefits, but not lift the ceiling entirely until the worker reaches the age of 70.

Present law ends the earning restriction at age 72, and the House bill would have ended it at age 65 in 1982.

The House version would have imposed a multi-billion dollar cost on the social security system, requiring a rise in the payroll tax, and would have helped most a relatively affluent group of professionals. That section had been added to the bill by a floor amendment which passed by a 268-149 vote. The turnabout on instructing conferees thus reflected a large-scale vote shift.

The National Council of Senior Citizens opposed the lifting of the earnings ceiling, as did the AFL-CIO and the Carter Administration.

To the Senior Citizens Council, "elimination of the retirement test at this time shows an outrageous sense of priorities, favoring those few among the elderly who can help themselves—paid for by a regressive payroll tax—while neglecting almost 93 percent of the elderly who are most in need of help."

Rep. James A. Burke, chairman

(Continued on Page 7)

TWIN GOALS of increased organizing and expanded political action are proposed by President Robert A. Georgine of the AFL-CIO Building & Construction Trades Dept. in a keynote address to the department convention. He called for establishment of an organizing division within the department to coordinate campaigns aimed at the growing number of open-shop contractors.

Central Bodies Rallied:

Grassroot Effort Set For Labor Law Bill

The AFL-CIO has asked its state and local central bodies to mobilize union members behind the drive for Senate passage of the labor law reform bill.

Legislative Director Andrew J. Biemiller credited House approval of the bill to the "greatest grassroots lobbying effort" in labor's history.

The House victory was achieved over "the bitterest kind of opposition," Biemiller said. He warned central labor council officers that the legislative battle will be "every bit as tough" when the Senate takes up the bill in the second session.

"We will have to do it all over again," Biemiller stressed, "to overcome the lavish, last-ditch propaganda drive our opponents will be making to preserve the 'right' of unfair employers to continue violating the National Labor Relations Act."

Biemiller noted that Congress is expected to recess in mid-December until the second session opens on Jan. 19, 1978, and he urged that union leaders and delegations use this period to reach senators at their home-state offices.

Home-state lobbying support was also urged in support of Hatch Act reform, also approved by the House but still bottled up in the Senate Governmental Affairs Committee.

The bill would amend the Hatch Act so as to allow federal employees to take an active, voluntary role in political activities. At the same time it would strengthen protection against political pressure by their supervisors or the administration in office.

Biemiller asked the central bodies to focus efforts on members of the Governmental Affairs Committee, which is headed by Sen. Abraham Ribicoff (D-Conn.).

"They should be urged to report Hatch Act reform legislation as soon as possible," Biemiller said.

Convention Backs Plan With Funds

By John R. Oravec

Los Angeles—A major organizing push and stepped-up political action were given top priority status as the AFL-CIO Building & Construction Trades Dept. opened its 59th convention here.

BCTD President Robert A. Georgine told the 300 delegates that both goals—the organization of non-union workers employed by open shop contractors and the election of candidates to Congress who truly reflect the interests of workers—must be pressed with equal vigor.

Georgine called for the establishment of a new BCTD organizing division, staffed with experienced building trades craftsmen to coordinate campaigns throughout the country.

The convention backed up Georgine's organizing proposal by unanimously voting to raise the per capita payment to the department from the present 10 cents to 13 cents a month.

Most of the added revenue will be used to finance the new organizing division.

The key target of the organizing push is the open shop contractor who has become a major threat to unionized craftsmen by undermining wages and standards, Georgine said.

"If the open shop has grown, it is because the business community has taken advantage of a recession which is longer and more severe in the construction industry than any which our nation ever has experienced," he stressed.

"Add to this depression eight

(Continued on Page 3)

NLRB to Ask Broad Curb on J. P. Stevens

By James Kaplan

The National Labor Relations Board will go to federal court to stop J. P. Stevens & Co. from continuing to deny employees at all of its plants their legal rights unless the multinational textile firm agrees to halt totally its long-standing campaign of harassment.

The NLRB announced it would seek an unprecedented injunction against the company in federal district court in New York to prevent Stevens from "engaging in conduct which interferes with, restrains, or coerces employees regarding their federally protected right to join or assist labor unions."

The injunction would bar Stevens from discriminating in any way against employees—through firing or threatening them, as the company has in the past—for seeking to join a union or trying to win their rights by petitioning the NLRB.

If granted by the court, the in-

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Trade Deficit For October Hits New High

(Continued from Page 1)

month in which the U.S. trade ledger has been in the red. The $3.1 billion deficit exceeded the previous record of $2.82 billion last June. The figures are adjusted for seasonal fluctuations.

For the first 10 months of 1977, the Commerce Dept. noted, the deficit has totaled $22.4 billion, compared with $4 billion for the same period in 1976. The previous high for any full year was $6.4 billion in 1972.

The Carter Administration has said the deficit could reach $30 billion this year. Treasury Sec. Michael Blumenthal acknowledged two weeks ago that the deficit was "worrisome," and added that it "certainly cannot be allowed to persist forever."

The main reason for the mounting deficit is the persistent increase in oil imports, the government claims. Imported oil cost $3.56 billion in October, close to the $3.7 billion level for September. The Commerce Dept. also noted that trade statistics for both September and October were "distorted" by the effects of the recently ended 60-day Longshoremen's strike.

But rising imports clearly have been another main cause of the mounting deficit, which is not expected to improve next year and actually might increase. Organized labor and Administation officials are particularly worried about plant closings and job layoffs spawned by the flood of imports.

"America's towns and cities now feel the impact of plant shutdowns and job exports," Oswald said. "No amount of blame on oil imports, strikes or any other single factor can offset the simple fact that America needs new trade policies."

October imports declined 2.7 percent to $12.3 billion, while exports plunged 15.8 percent to $9.2 billion, resulting in the big widening of the deficit, the Commerce Dept. said. The value of exports was the lowest since March 1976.

Nine of the 10 export categories registered decreases from September.

Union Women In Active Role At Conference

Houston—Members of the Coalition of Labor Union Women took an active role in the four-day National Women's Conference held here, and CLUW President Joyce D. Miller said the organization plans a follow-up campaign to carry out the Houston program.

Miller, who is a vice president of the Clothing & Textile Workers, was one of 70 CLUW members who participated in the conference as voting delegates and many others attended as observers. CLUW Vice President Addie L. Wyatt, a vice president of the Meat Cutters, served on the national commission for the conference and chaired the closing session.

Labor-sought goals adopted by the conference included swift ratification of the Equal Rights Amendment, a full employment program and expanded child care centers.

CLUW's national executive board met in Houston after the conference to develop programs "to involve every CLUW member and every CLUW chapter in the campaign to implement this plan of action," Miller said.

State Dept. Prods Soviets On Nureyev Family Visa

The State Dept. has promised AFL-CIO President George Meany that it will continue efforts to persuade the Soviet Union to grant an exit visa to the family of ballet star Rudolf Nureyev.

Nureyev, who defected to the West in 1961, is a member of the American Guild of Musical Artists. He turned to his union for help after Soviet authorities repeatedly refused to allow his mother, sister and niece to leave the USSR to visit him.

Meany endorsed the union's efforts on Nureyev's behalf and urged the U.S. government to intervene and press the request "at every appropriate level."

Assistant Sec. of State George West has written Meany that the United States has urged the Soviet government to grant the Nureyev family exit visas, "but to date the Soviet government has denied them exit permission." He promised that the U.S. efforts "will continue."

Institute Parley Focuses On Issues Facing Blacks

New Brunswick, N. J.—The special relevance of the values of A. Philip Randolph for the problems confronting blacks and labor was the theme of a conference sponsored by the A. Philip Randolph Institute at the Rutgers University Labor Studies Center here.

The conference brought together forty representatives of institute chapters, the American Federation of Teachers, and the Recruitment & Training Program. Although the institute holds an annual membership meeting and numerous state and regional conferences, this was its first national leadership training conference.

The sessions were aimed at equipping leaders to mobilize and educate trade unionists and community members more effectively in support of labor's programs for economic and social justice.

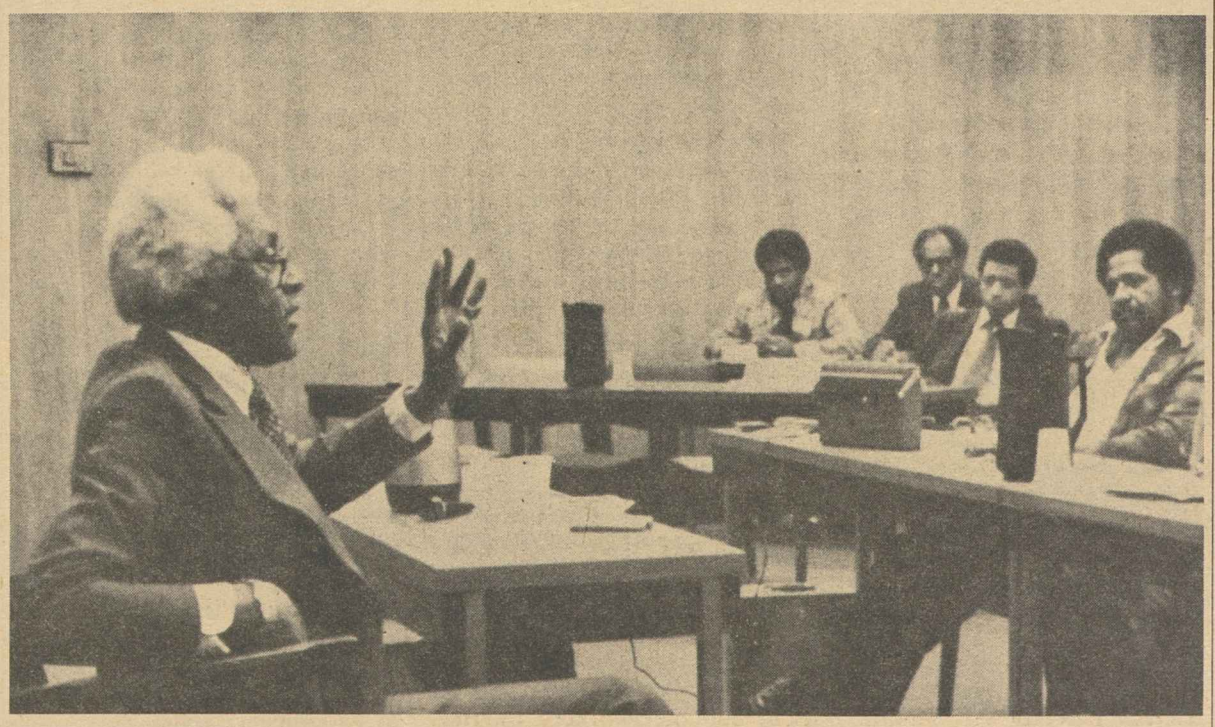
Particular emphasis was given to overcoming the damage to black progress of political conservatism, economic stagnation, and imports. Another focus of discussion was the necessity of maintaining a strong coalition of labor, minority, liberal, and religious organizations.

Conference speakers included Bayard Rustin and Norman Hill of the Randolph Institute; Don Slaiman, deputy director of the AFL-CIO Dept. of Organization & Field Services; Carl Gershman, executive director of Social Democrats, U.S.A.; and Herb Levine, director of the Labor Studies Center at Rutgers.

Rustin, the institute's president, observed that Randolph's greatness springs from his democratic philosophy that recognizes the centrality of trade unions in the liberation of working people. Randolph's ideas are of great relevance today, Rustin said, because they point to the necessity of raising demands in universal, rather than racial, terms.

Hill, executive director of the institute, declared that black trade unionists are uniquely situated to place the problems of blacks in the broader context of American politics because of their experience in the trade union movement. He emphasized that the role of the black trade unionist is crucial because "the civil rights struggle today is essentially an economic struggle," as demonstrated by the close links between black needs and labor's programs.

In discussing labor's programs, Slaiman said it was particularly significant that the AFL-CIO has not only developed a legislative program, but also a program to mobilize labor's grass roots and build coalitions. He observed that although the labor law reform bill is a very moderate measure, it will be a hard fight to gain Senate passage. He told the conference participants that Randolph Institute chapters had done an impressive job in rallying support for minimum wage, labor law reform, and other legislation, but that there is much still to be done.



THE GREATNESS of A. Philip Randolph springs from his sense of trade unions' centrality in the liberation of working people, Bayard Rustin tells a conference at Rutgers University Labor Studies Center. The conference, the first national leadership training meeting for the A. Philip Randolph Institute, brought together 40 representatives from institute chapters, the American Federation of Teachers, and the Recruitment & Training Program.

Under Davis-Bacon Act:

HUD to Strengthen Wage Enforcement

The Dept. of Housing & Urban Development is enlarging and strengthening its labor standards enforcement staff under the Davis-Bacon Act to obtain "full compliance" with the construction wage protection law.

In announcing the action, HUD Sec. Patricia Roberts Harris cited "longstanding organizational and staffing deficiencies" that deprived workers of their rights on federally-assisted and insured construction.

HUD's labor relations personnel will be more than doubled from 32 to 70, so that each area office for the first time will have a representative to enforce compliance, Harris said.

Each of the 10 regional offices of HUD already has a labor relations officer.

Harris' decision marks a sharp contrast with the Ford Administration period, when conservatives tried to mount an effort to repeal or weaken the Davis-Bacon Act.

Her announcement followed a review of HUD's track record for labor law enforcement, which included findings by the General Accounting Office and the HUD inspector general of "prevalent violations" with no indication of any enforcement activity taken by HUD under the two previous administrations.

"Many of these problems I found were the result of longstanding organizational and staffing deficiencies combined with the absence of any priority for meeting statutory requirements for labor standards," Harris said.

Under the Davis-Bacon Act, HUD is charged with enforcing the requirement that prevailing area wages, set by the Labor Dept., are paid workers on HUD-assisted and insured construction.

In addition, the department is responsible for enforcing overtime provisions of the Contract Work Hours & Safety Standards Act, and the Copeland Act protecting workers from being forced to kick back part of their wages to secure employment.

Harris, quoting from a 1976 report of the HUD inspector general, said: "The prevalence of labor standards violations was so widespread and so extensive that it was clear to us that HUD had not met its responsibilities in obtaining compliance with labor standards provisions."

The inspector general had called for "extensive organizational change, increased and more efficient use of staff, and assigning a much higher priority to achieving labor standards compliance in HUD programs."

"My review has disclosed that none of those recommendations was followed," Harris said.

The increased staff, she said, would stress prevention of labor standards violations through more intensive contractor education as well as more frequent construction site enforcement inspections.

She said "every attempt will be made to move qualified HUD employees into the new positions for labor standards enforcement before looking outside HUD for personnel.

"We hope to have the most effective labor standards enforcement of any federal contracting agency," the Secretary added.

Longshore Strike Ends As Locals Ratify Pact

New York—Members of the Longshoremen's union overwhelmingly ratified a new three-year master contract and local agreements in ports from Maine to Texas, ending a two-month strike that brought them greater job security guarantees, higher wages, and improved fringe benefits.

ILA President Thomas Gleason said that the vote for approval, with returns nearly complete, was 15,116 to 3,906. He described the new master agreement as "a real breakthrough" in providing job security and a guaranteed annual income for dockworkers.

The agreement provides pay and fringe increases of about 30 percent over a three-year period. Wages will rise in three annual increments to $10.40 an hour in the last year, up from the present $8 an hour. The first-year pay boost of 80 cents an hour is retroactive to June 1, 1977.

Importantly, shipping operators agreed to make up any shortfalls, or deficits, that might occur in local port plans that provide for guaranteed annual income, pensions, and welfare. Gleason said that the guaranteed-income funds in each port will now be jointly administered, a major goal of the union during the negotiations.

One Baltimore local rejected the pact and remained off the job, but was ordered back to work by Gleason because it was bound by the overall port vote, 1,315 to 949, to ratify.

The master contract was reached on Nov. 13, but local settlements had to be obtained in each of 34 ports before the vote to end the strike could be taken.

The union limited its strike to containerized cargo vessels, charging that their mechanized operations have resulted in deep job cutbacks in recent years.

Political Action Spurred:

Building Crafts Set Organizing Target

(Continued from Page 1)

years of a federal administration dominated by business and business philosophy, which used economic conditions to weaken the trade union movement" and sought to wipe out negotiated benefits and the entire collective bargaining system, Georgine charged.

The battle against the open shop contractor is a major challenge that will need the cooperation of every building trades council and affiliated local, he declared, stressing that the new Organizing Division would not be able to do the job alone.

Georgine said the continuing high level of unemployment in the building construction industry, which jumped from 10.4 percent to 12.2 percent in October, seriously threatens the solidarity in the trades.

"When times are tough," Georgine said, "union men who haven't worked for months are the prey. They put their union cards in their shoes and go to work non-union."

When that occurs, the well-being of all workers and the principles of organized labor are dealt a devastating blow, he said.

Wages are lower, benefits are almost non-existent, and security is wiped out for the non-union worker, he noted.

Building trades unions must meet the threat of the open shop contractor head-on, Georgine stressed.

He said it is essential to educate the non-union workers of the value of collective bargaining, union benefits and fair representation.

"We have to show them that their own long-term interest lies with organized labor," he added. "Open shop contractors control the very destiny of their employees, leaving them with no bargaining power and no input and no security."

Legislation coming out of Congress is vital to the goals of organized workers in the construction industry, Georgine said in turning to the political action agenda.

The serious setback that building trades unions suffered with the defeat of the situs picketing bill earlier this year stemmed from an all-out anti-union campaign waged by business and employer groups, swaying the votes of many congressmen who were elected with labor's support, he observed.

"It has been the tradition of the trade union movement to be positive—to help our friends and supporters get elected. But it is my strong feeling that we have helped elect a lot of people who have no loyalty whatever to us."

Georgine traced the defeat of Gerald Ford in the 1976 presidential election to his veto of the situs picketing bill that Congress had passed the year before.

"The veto was the catalyst which welded building tradesmen throughout the nation into a unified political force—a force determined to oust a President who had gone back on his word," he stressed.

The same kind of effort that brought the defeat for Ford could be used effectively against the labor-elected congressmen who succumbed to pressures of anti-union groups in voting down this year's situs picketing bill, Georgine suggested.

"I refer exclusively to those who professed to be our friends and then ducked or folded when it came time to stand up and be counted," he said.

59TH CONVENTION of the AFL-CIO Building & Construction Trades Dept. drew 300 concerned delegates from an industry still marred by recession-level unemployment. A key concern was efforts by contractors to use the high jobless rate to undermine wages and standards.

IAM Strike Continuing At Lockheed

Burbank, Calif. — The Machinists' strike against the Lockheed Corp.'s aerospace facilities here, in nearby Palmdale, and in Marietta, Ga., remained solid while union negotiators sought an agreement paralleling last month's settlement with the Boeing Co.

At the company's northern California subsidiary in Sunnyvale, however, some members of IAM Local 508 returned to work after accepting what the international termed an invalid contract. Machinists Vice President Justin Ostro of Long Beach said the Sunnyvale strike is still in effect following an "illegal back-to-work movement by a suspended group of dissident officers."

Local 508 President Ken Benda and 21 other Sunnyvale IAM officials were suspended from their positions by the international on Nov. 25 on grounds they misled members over what Lockheed called its "final proposals." The company offer would have wrecked the seniority system at Sunnyvale, the issue that prompted the union to strike on Oct. 10, the international charged.

Ostro said that the IAM's national bargaining committee, which had recommended against accepting the offer at Sunnyvale, has notified Lockheed that agreement on any new company proposal cannot be reached by one segment of the union without other affected units agreeing to its terms.

About 5,000 IAM members are employed at the Sunnyvale facility, which produces underwater-launched missiles for the Navy. Another 8,500 members are at Burbank and Palmdale, and 5,100 at Marietta.

CARE Sends Aid to India's Cyclone Area

CARE, the international relief organization, is expanding its aid to victims of cyclones in India which devastated two provinces leaving 2,000 people homeless and 250,000 acres of crops destroyed.

Some 5 million pounds of food, valued at $1 million, have been allocated thus far, CARE said, and daily rations are being distributed to over 100,000 survivors of the disaster.

The organization, which has been strongly supported morally and financially by the AFL-CIO, has committed $225,000 to distribute clothing, blankets, water purifiers and other emergency aid.

CARE will also aid in rebuilding the stricken areas, starting with the construction of 124 small but permanent dwellings at a cost of $150 each in the Village of Vallipatti, Madura District, Tamil Nadu province.

Since 1946, CARE has spent more than $2 billion in feeding children all over the world, assisting construction of schools and water systems, providing vocational training, and combatting natural disasters.

THE GOOD FENCE, which opens to allow Lebanese workers to enter Israel for jobs at union wages and their families to come for treatment to an Israeli medical clinic, is visited by AFL-CIO COPE Director Al Barkan. Barkan and Steelworkers International Affairs Director Dean Clowes headed a trade union staff delegation from the United States that toured Israel and attended the Histadrut convention in Jerusalem. The open border adjoins villages occupied largely by Lebanese Christians.

Food & Beverage Dept. Spurs Local Councils

(Continued from Page 1)

They include:

- Continued cooperation in the AFL-CIO's all-out effort to secure enactment of the labor law reform that would require an employer who assumes ownership of a business to honor the terms of an existing collective bargaining agreement.
- Rejection of attempts by the Internal Revenue Service to impose restrictions on certain fringe benefits provided workers.
- Defense of the Occupational Safety & Health Administration from attacks on policies and programs vitally needed to provide workers safe working conditions.

A staff report to the convention reviewed efforts to implement an effective tax reform program by closing loopholes exploited by large corporations and the wealthy.

But it warned that attempts by Carter Administration to tax fringe benefits or decrease deductions for business lunches would adversely affect the restaurant industry and its workers.

"Allowing people to deduct for the costs of conventions, trade shows and business dinners is hardly a breeding ground for tax abuse," the report stressed. "These practices provide jobs for our members and are an indispensable part of the commercial life of the nation."

The report also explored the growth potential of food and beverage trades unions in the Sunbelt states that lag far behind the rest of the nation in union organization. That could change greatly with passage of labor law reform, it said.

While most of the nation's new economic growth has been concentrated in the South and Southwest, the report points out that workers in those regions have hardly benefited proportionately.

A major reason is the scarcity of collective bargaining in the New South, it suggested. The bottom 14 states in percentage of workers unionized include 11 states in the Southeast and Southwest. The same 11 states are among the lowest in per capita income, according to government studies.

In outlining the challenges facing the new department, Conway noted that the food and beverage industry largely consists of huge and economically powerful firms that operate smaller workplaces.

"Since each local union of employees is small compared to the corporation, its bargaining power is severely hampered," he observed.

"This situation also poses the obvious problems to organizing efforts, and the difficulties of achieving fair wages, working conditions and benefits in a union context are compounded."

Conway called for the full cooperation of affiliates in working to achieve the goal of making the FBTD a clearinghouse for the interests, needs and concerns of union members.

Pledging to support and aid the organizing efforts of the affiliates, Conway stressed, "expansion of the membership can only strengthen the department and bring greater benefits to more individuals."

Pact Ratified By Musicians On Recordings

New York—Members of the Musicians employed in the phonograph recording industry have ratified a two-year contract between the AFM and the recording companies.

The new agreement, retroactive to Nov. 1, provides for a 10 percent wage increase in the contract's first year for instrumentalists and 15 percent for copyists, with an additional 5 percent increase for all categories in the second year.

Ratification of the new contract, which had been unanimously recommended by the 335,000-member union's executive board, was by a 1,294 to 104 vote. The contract referendum was conducted by mail and included all musicians who earned at least $1,000 from recordings during 1976.

The agreement boosts the fee for a basic three-hour commercial session from the present $110 to $121 this year and to $127.05 in the contract's second year. For a special one and one-half hour session, the fee increases from $72.60 to $83.85 by the second year.

For Canadian recording and sale, the scale increases from $91 to $105 over the contract's life, while recording and sale in Puerto Rico will offer a scale of $76.23 by the contract's second year, up from the current $66.

Canal: Facts, Not Emotion

IN RECENT WEEKS, the great national debate surrounding the new Panama Canal treaties has begun. The AFL-CIO joined that debate on Aug. 30 when the Executive Council voted unanimously to urge the Senate to ratify these important treaties.

To date, much heat and little light have been shed on the issue. Myths rather than facts have served as the basis for many publicly expressed opinions on this important subject. Thus, emotion-laden code words like "give-away" have distorted the central issues.

For nearly 30 years, the American labor movement has called for justice for workers in the Canal Zone on the basis of equal pay for equal work. We were concerned then and are concerned today that Panamanian nationals not be exploited through a double standard of remuneration. The treaties guarantee the rights of workers, both American and Panamanian, in the Canal Zone. One of the fears, during negotiation of the treaty language, was that workers in the Canal Zone would be forced to relinquish their superior wage and working standards to satisfy the xenophobic yearnings of vocal Panamanian nationalists. Thus, in our opinion, by guaranteeing the rights of U.S. and Panamanian workers, the treaties lay this fear to rest.

The specifics of the labor guarantees will be worked out in enabling legislation which will be undertaken by Congress upon ratification. While we will be watching this legislation closely, we believe the negotiators for both sides, having clearly recognized the need to protect the workers involved, will satisfactorily meet this first test.

According to the President of the United States and the Joint Chiefs of Staff, the treaties of 1977 provide for continuing freedom of action by the United States to maintain the neutrality of the canal and further guarantee U.S. access and rights to use all land and water areas and installations necessary for the defense of the canal.

AT LEAST FOR those vessels which can still fit through the now-narrow confines of the locks, the treaties guarantee future passage. The purpose and function of the canal is, after all, to offer transit to the vessels of all nations from the Atlantic to the Pacific. And that, precisely, is what the treaties would guarantee.

While the AFL-CIO does not buy those arguments that the treaties are necessary salve for "historical wrongs," we are convinced that the treaties serve as the basis for the rational conduct of hemispheric relations. Neither does the United States lose sovereignty by negotiating a treaty which transfers this narrow strip of land to the nation-state which it has for so long divided.

Demagogues, in an effort to reap personal and political gain from opposition to the treaties, seek to make this issue one of national "pride." We believe the American people would have much to be proud of in the fact that their country does not want to become a colonial power, clutching a cloudy semi-sovereignty over a narrow strip of land like some faded banner of past glory.

The AFL-CIO urges the Senate to promptly ratify the treaties and the entire Congress to enact the necessary enabling legislation. We urge our members to participate fully in this national debate on the basis of facts, not emotion, and to communicate with their senators on this issue.

—From an editorial by AFL-CIO President George Meany in the November 1977 AFL-CIO American Federationist.

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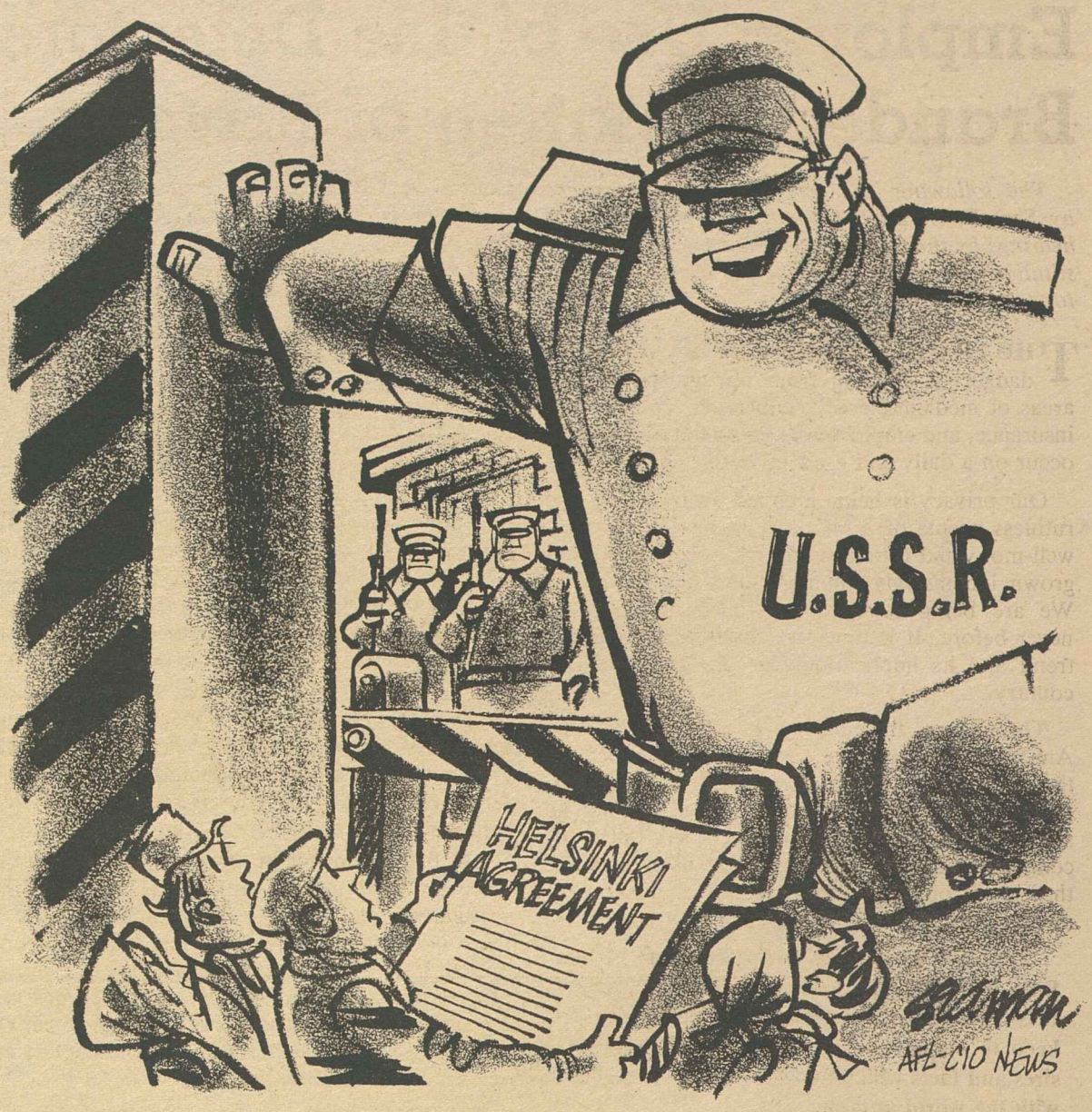

In Fighting Discrimination:

Civil Rights Agency Turning Great Dream into Nightmare

By Gus Tyler

IF THE FEDERAL Office of Civil Rights were to apply to itself the same standards it applies to others, the OCR would find itself guilty of gross discrimination.

It discriminates against women. Of the 237 top salaried jobs in the agency, 191 are held by men and only 46 by women, although, as everyone knows, there are more women than men in America. That's sexual discrimination by an agency that is officially charged with combating the evil.

OCR is guilty of racial discrimination. Of the 237 top posts nationally in the agency, 125 are held by "non-whites," namely, blacks, Hispanics, or Orientals. Thus, minorities hold a majority of the posts (53 percent) although they are less than 15 percent of the national population.

Should this practice prevail in other institutions, it would be mathematically impossible for the OCR to realize its avowed purpose of getting what it considers to be a proper proportion of minorities in the nation's posts. If agencies like OCR are staffed with a majority of minorities, then obviously there won't be enough to go around to fill the proper quotas for minorities in other employments.

In New York City, where the OCR staff is 62 percent "minorities," although the population is 62 percent "white," Regional Director William Valentine explains that "far more blacks apply for this office than do whites. Blacks are apparently more conscious of civil rights and issues of discrimination than whites."

In other words, OCR has a disproportionately high number of blacks in it because there is a bigger "pool" of blacks applying for these jobs. Yet, in its judgments of other bodies—companies, schools, unions, agencies—the OCR makes no allowance for the concept of "pools."

For instance, OCR insists upon racial quotas for admission to New York City's special high schools—no matter what the "pool" may be for proper admissions. OCR demands like quotas for classes to teach the gifted or the handicapped—which may often mean (to meet the test) that non-gifted kids will have to be counted as gifted and non-handicapped kids will have to be stigmatized as handicapped.

Likewise, there must be a realized quota applied to children who are submitted to disciplinary suspension. So if not enough black kids have been disobedient, some of the obedient will have to be suspended, and if not enough white kids have bopped the teacher then some of the well-behaved will have to be ousted to meet the quota.

What is happening in all this is that, in too many instances, the Office of Civil Rights is making a comedy of our national commitment to end discrimination and to move toward an integrated society. A noble purpose is being turned into an ignoble plaything. A great dream is being transformed into a nasty little nightmare.

The comedy is a traumatic tragedy when it becomes apparent that the OCR itself is not living by its own rules and that, in offering its explanation, it voices a truth that, in the mouths of others, it treats as an untruth.

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Jobs--the Prime Consideration

Employment is the most important of all our considerations. Unless we have that, there is no sense even talking about such things as jurisdiction, collective bargaining, safety, health and welfare. . . .

To get jobs—decent-paying, secure jobs in a workplace made as safe as possible—is perhaps the prime purpose of a union.

The construction industry, as you all know, has been in a deep depression for the last five years.

We have to do something about it.

Unemployment is a tragedy for a family. Idleness over a prolonged period is a degrading, demeaning, depressing experience. . . . But beyond that, unemployment causes almost all of our other serious problems.

—Robert A. Georgine, president of AFL-CIO Building & Construction Trades Dept., Los Angeles, Nov. 30, 1977.

Sen. Bayh Opens Hearings:

Employer Use of 'Lie Detectors' Branded Violation of Privacy

The following is excerpted from a statement by Sen. Birch Bayh (D-Ind.) at the opening of hearings by the Senate Subcommittee on the Constitution on legislation to stop the use of lie detector tests by employers.

THE FRAGILE RIGHT to privacy is in grave danger of slipping from our grasp. In vast areas of medicine, credit, education, government, insurance, and employment, invasions of this right occur on a daily and growing basis.

Our privacy is being chipped away not by the ruthless agents of a police state but by an often well-motivated thirst for information by a society grown increasingly interdependent and complex. We are being catalogued, probed and filed as never before. It is time we closely examined this trend and its implications for the future of our country.

Throughout the history of our nation, the American heritage has been one of respect for the individual. If we are to continue in this tradition it is time to serve notice that we will not be spindled, folded, mutilated, recorded, filed, or computerized into depersonalized categories for the benefit of either governmental or nongovernmental institutions.

The right to privacy is the keystone of our Bill of Rights and our concept of civil liberties. It is, simply put, the right to be left alone—to keep to ourselves those thoughts, feelings, desires and facts which we do not choose to share with the world at large.

A citizen's right to privacy is the one concept more than any other which separates our system of government from those authoritarian systems which do not recognize the supremacy of the individual. There can be no question that the functioning of a modern society requires institutions to seek certain information about individuals. We are not, after all, a nation of hermits.

But we are a free, independent people and a proper balance must be struck between the never-ending demands for additional and more personal information and our right to privacy. If we are to maintain this balance we must vigorously defend the right of Americans to draw the line—to tell both governmental and nongovernmental institutions to leave us alone.

To this end, I have joined with other members of the Senate to formulate legislation which will help solve the problems highlighted by the Privacy Commission Report. Our hearings will focus on one piece of this privacy package: The Polygraph Control & Civil Liberties Protection Act. This legislation is designed to put a stop to a growing and disturbing job requirement in the working lives of Americans—lie detection tests administered by their employers on a periodic basis.

Each year in this country hundreds of thousands of ordinary workers and applicants are forced to submit to mass lie detector sweeps of the plant or shop where they are employed or seeking employment. These truth-testing sessions are not necessarily the result of a specific theft or loss or even of suspicion of such crimes. Rather they represent the indiscriminate and random intrusion of truth-testing machines into the daily lives of Americans. Failure to submit to these tests, or unsatisfactory responses to questions are often punished by loss of employment, or summary transfer to a less desirable position.

It is interesting to note that the people most likely to be forced to take these tests or suffer the consequences are lower level, nonunion workers—precisely those individuals least able to assert their rights. The coercive atmosphere thus heightens the potential for inaccurate results.

My bill would not in any way impede law enforcement authorities from making use of the investigative tool which a polygraph provides if there is reason to believe a crime has been committed. It does not affect polygraph use of criminal justice agencies in pursuit of specific crimes and suspects as long as such practices are consistent with an individual's Fifth Amendment right against self-incrimination.

OF COURSE, the invasion of privacy inherent in mass lie detector sweeps, like every other form of privacy intrusion, is always premised on some social good. There are always good reasons put forward for surrendering another portion of our right to privacy—it will save money; increase efficiency; identify moral problems or catch the dishonest employee.

But our Bill of Rights was not adopted by those that founded this republic because it would make things more efficient. On the contrary, the values embodied in that document have always resulted in a measure of inefficiency. They were adopted to preserve for the individual the dignity, the security, and the privacy inherent in a free people.

I am convinced that methods exist through which employers can control loss and theft at the same time employees retain their right to privacy. I cannot subscribe to the view that American workers must surrender their rights in order to keep their jobs.

Long Struggle Seen:

U.S. Pullout Seeks to Spur ILO to Return to Basic Role

THE U.S. WITHDRAWAL from the International Labor Organization was "the last card in a series of tactics" aimed at moving the ILO back to its constitutional role of raising the living standards and conditions of workers around the world.

That view was expressed by Michael Boggs, assistant director of the AFL-CIO Dept. of International Affairs and alternate U.S. worker delegate to the ILO, on the network radio interview Labor News Conference. Boggs predicted a "long struggle" before the ILO, the last remaining agency of the League of Nations, is sufficiently restored to the "basic tenets—the touchstones" of free and democratic trade unions for the U.S. to consider a return to the world body.

He said that conversion of the ILO to a forum for political issues rather than worker issues was the central reason for the U.S. withdrawal, which became effective on Nov. 5. He noted that while the ILO has made many positive contributions in the field of international labor standards in its 58 years, most member nations are Communist and militant Third World countries that "couldn't care less about implementation of ILO standards" on living and working conditions.

Only a minority of the ILO member delegations today reflect the constitutional tripartite structure of the organization, with representatives from government, labor and management organizations such as the AFL-CIO and the U.S. Chamber of Commerce, Boggs said. He said the majority have "a monolithic structure—a single governmental structure which runs labor, which runs the so-called management side of things." He cited the example of the Soviet Union, where "the state is the labor movement, the state is the employer."

Boggs acknowledged that the departure of the United States, which provided one-fourth of the ILO's budget, has put the organization into a serious financial situation which has already forced "drastic cutbacks of both staff and programs." But, he noted, the United States has also "increased its pledge to the United Nations Development Program funding, which may help to offset—to a small degree—some of the field problems" that have resulted from the cutbacks.

Reporters questioning Boggs on the AFL-CIO produced public affairs program aired by the Mutual Broadcasting System were Lloyd Schwartz of the Fairchild Publications and Harry Conn of Press Associates, Inc.

By Press Associates, Inc.

WHILE THE EYES of America were on the National Women's Conference in Houston, a meeting on low-income women was held the week before in Washington, D.C., and no one noticed.

The 50 delegates who attended the White House Conference on Low-Income Women were elected by other low-income women in a series of regional meetings held around the nation earlier this year.

The women who attended the Washington conference represented and were women on welfare, unemployed or underemployed, in low-paying or dead-end jobs, heads of households or wives of low-income spouses.

The Houston conference was complementary and reenforcing in many respects. Aside from the Equal Rights Amendment, which is given top priority by many women because it is so close to ratification, the Houston conference endorsed full employment, federally-funded child care, welfare reform and other advances which will benefit low-income women.

What was different about the Washington conference was the fact that the low-income women symbolically represented millions of people totally involved with survival on a day-to-day basis. The poor, for the most part, are left out of organized society. They lack the time and energy and incentive to take part in community activities. Coping is their way of life.

The profile of women in poverty is grim and the reasons they remain poor are complex and difficult to change.

First, women who work usually have lower earnings than working men; on the national average, women earn about 60 percent of what men earn. The major reason for the gap is that women are concentrated in low-paid and low-skilled jobs where the chance for advancement is limited.

Second, women have much higher rates of unemployment. In 1976, the jobless rate for all women was 8.6 percent compared to 7.0 percent for men. Women who headed families had a jobless rate of 9.8 percent, double that of male family heads. In the low-income category, poor women family heads had a 25.6 percent jobless rate; male heads were 15.9 percent jobless.

In addition, nearly 600,000 women stopped looking for work in 1976 because they could not find jobs, twice the total for discouraged men. These workforce dropouts are not counted as unemployed.

Third, the responsibility of caring for children limits the earning prospects for women, especially where day care facilities are lacking or are too expensive.

Fourth, because they live longer, women far outnumber men among the aged poor. In the 65 and over group, there were 2.3 million poor women and about 1 million poor men.

Finally, sex discrimination operates against both white and minority women from enjoying full opportunities in the job market.

By occupation, the largest numbers of poor women who had jobs were found in low-paying activities such as service, clerical, sales and private household work.

They need accessible and inexpensive child care facilities. They want training for jobs that exist. They want an end to age, sex and race discrimination. They want welfare reform with adequate standards and an end to harrassment and humiliation. They need transportation, especially in rural areas, to seek and hold jobs. They asked for creation of information centers so they could learn about their rights and available services.

The conference on low-income women once again points up the need for action on many fronts. It shows the rightness of the struggle for minimum wage legislation which will directly help millions of the working poor. It reveals the need for union organizing to help improve standards at the workplace, ensure dignity on the job and provide a role in the community. It is a reminder once again of the need to point the nation towards full employment as the only way to eradicate poverty in America.

RETURN OF THE ILO to its constitutional role of lifting the living standards and working conditions of workers around the world is a pre-condition to a U.S. return to that body, Michael Boggs, center, alternate worker delegate to the ILO, said on Labor News Conference. Reporters questioning Boggs, who is assistant director of the AFL-CIO Dept. of International Affairs, were Lloyd Schwartz, left, of the Fairchild Publications and Harry Conn of Press Associates, Inc. The AFL-CIO produced public affairs program is aired on Mutual radio.

How to Buy:

Rising Heating, Insulation Costs Push Up Homeowner Expenses

By Sidney Margolius

WHILE FOOD COSTS remain stable as tags on meat, coffee and other important commodities level off, the real problem for moderate-income families this year is housing costs. That's especially the case now that another expensive heating season is near. In general housing expenses now take close to 35 percent of a typical family's after-tax budget, and food, about 24 percent.

But while the prices you pay for food have leveled off, the stores and processors haven't passed on the real reductions on major farm prices that occurred in recent years and especially last summer. Since 1973 when farm prices reached their peak, cattle prices have dropped 33 percent, hogs 24 percent, corn 39 percent and soybeans 41 percent.

Three years ago a pound loaf of white bread cost you 33 cents and the farm value of the wheat in it was only 6.4 cents, points out Carol Foreman, a U.S. Dept. of Agriculture official. Now the same loaf is 35.6 cents and the farm value of the wheat, 2.4 cents.

Not all food crop prices have gone down, of course. Frozen and canned orange juice prices are about 20 percent higher this year.

Even more scandalous are the continued high prices of fuel oil and electricity in the face of the actual world surplus of crude oil and the heavy supplies of petroleum products.

Homeowners seeking to cushion high heating costs and further reduce oil consumption by adding insulation have some additional problems to cope with. Concern has been aroused by price hikes, hard-sell tactics, shortages, high financing charges, and fears of fire and health dangers of some materials.

Some insulation manufacturers have made two or three increases this year alone for a total of 15 to 20 percent. These boosts are on top of similar ones in 1976.

THE CHIEF SAFETY concerns are the dependability of fire retardant treatment of cellulose insulation materials; flammability of the vapor barrier on glass fiber batts; whether glass fiber particles can be injurious to health; whether some types of insulation may be noxious while being forced into side walls and also pose fire hazards.

The safety fears seem to include almost all types of insulation. But incidents involving cellulose insulation have focussed attention on this product.

Cellulose insulation is made of defibered newsprint and other materials treated with borax or other chemicals to retard flame spread and corrosion. This insulation can be blown into side walls and attic floors, and has to be done by professional installers, or can be handpoured and leveled between joists.

The problem is that the insulation boom has caused shortages and rising prices of the needed chemicals and also has attracted some new and possibly under-equipped manufacturers who may not treat the material adequately, as several flammability incidents have shown.

Government officials and industry experts are especially concerned that quick-buck promoters are jumping on the insulation bandwagon.

The demand itself has been further stimulated by the Administration's proposal, although not yet enacted by Congress, to give homeowners a tax credit for added insulation and other energy savers.

Officials report that "business opportunities" in trade journals are claiming that promoters can get into the insulation manufacturing business with an investment of as little as $5,000. The officials are worried that such small-scale, opportunistic ventures won't have facilities for adequate fire-retardation treatment.

Since no mandatory safety standard has been established yet, you need to at least make sure that cellulose insulation meets the existing voluntary standard, Federal Specification HHI-515b. Products of members of the National Cellulose Insulation Manufacturers Association also are labeled as meeting their own quality specification, N-101-73. Some manufacturers also display the "UL" mark showing that the materials passed Underwriters Laboratories tests.

If the product is labeled as meeting the federal specification you also have more assurance that it's non-corrosive. Some chemicals used to treat cellulose fiber for fire retardancy also may corrode metal.

Concern also has been voiced that the fire-retardant chemicals will gradually leach out. The "UL" tests do include accelerated aging tests to determine flame-retardant retention. Continued effectiveness does depend on the care in manufacturing.

The U.S. Consumer Product Safety Commission currently is studying whether mandatory safety standards are needed. They would, of course, be a much more certain assurance of long-lasting fire retardation.

If the product at least meets current voluntary standards you have an added assurance that it has an "R" (for heat resistance) value of at least 3.7 per inch of thickness.

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Soup to Nonsense:

Effusive Restaurant Menus Can Be Stranger than Fiction

By Jane Goodsell

"TENDER, SUCCULENT baby lamb chops, lovingly bathed in aromatic herbal oils and sparkling lemon juice, enhanced with a whisper of garlic and charbroiled with exquisite care to your discriminating taste . . ."

". . . regal, king-sized Idaho potato, baked to melt-in-your-mouth goodness for your dining pleasure . . ."

". . . lusciously juicy lumps of king crab, fresh from the icy waters of Alaska, coddled in sweet cream butter and blanketed in a velvety suave sauce Mornay, lavishly laced with imported French vermouth and glazed with Switzerland's world-famous cheese, a truly unforgettable gastronomic experience . . ."

Okay, I'll grant that a restaurant menu's flights of fancy shouldn't be taken too literally. When a bill of fare defines a seafood salad as "a shellfish serenade," I don't expect my scallops and shrimp to burst into song any more than I'd interpret a poet who writes that his love is like a red, red rose to mean that she actually has buds and petals. On the other hand, shouldn't there be some resemblance between what the menu leads you to expect and what you actually get? When I, in my discriminating taste, order my lamb chops cooked brown outside and slightly pink inside, and they come to me tough, shrivelled and khaki-colored all the way through, that for my money ($10.95 to be precise) is stretching poetic license too far.

Even when a menu heralds it as a peak experience, I don't honestly expect to be bowled over by a baked potato. But I do anticipate it coming to me hot, fresh and fluffy. And when it arrives soggy, wrinkled and wrapped like a mummy in foil, I think I've a right to look at it squinty-eyed.

I don't mean to imply that all restaurant food is terrible. It can be superb. But even at its ne plus ultra finest, food has a hard time living up to adjectives that would be overstating the delights of Versailles. It has been my experience (not always, but often enough to operate as a working hypothesis) that the more restrained the menu the better the food, and vice versa. This might be because a restaurant that doesn't expend undue time, money and creative energy on the menu can devote more attention to the cooking.

It's also possible that effusive menus have an unnerving effect on kitchen staffs. Even the Michelangelos of chefdom must feel like underachievers when they send forth plats du jour that seem pallid in comparison with the rhapsodic descriptions of them on the bills of fare.

Neighborhood Survey:

Facts and Myths On Violent Crimes

CRIME in the streets has polarized the nation sharply. American in massive numbers have come to fear and distrust strangers in public places, partly for some good reasons and partly for myths about crime. Whereas in 1949, a Gallup survey showed that only 4 percent of big-city residents named crime as their city's worst problem, by 1975 that had risen to 21 percent, more than for unemployment, inflation or anything else.

Increasing violent crime is making a jungle of the cities and the suburbs. How can we deal with such crime? First of all, we have to know the facts:

- **Who are most often murder victims—whites or blacks?**

The FBI's 1975 Uniform Crime Report says that 51 percent of all murder victims were white and 47½ percent were black.

- **Who are most often victims of other violent crimes—whites or blacks?**

Blacks are four times as likely as whites to be mugged, raped or assaulted.

- **Are most violent crimes committed by people of one race against people of another race?**

A study of 17 major cities for the Eisenhower Commission showed that in 80 to 90 percent of all violent crimes, the criminal and the victim are of the same race.

- **Is violent crime in the cities rising faster than crime in the suburbs?**

The 1975 FBI report says that violent crime in cities over 250,000 went up 2.8 percent, while suburban crime jumped 6.7 percent.

- **Which age group commits more crimes against property—young people or those over 21?**

Two-thirds of all arrests for major crimes are committed by youngsters of 21 or younger.

- **Are the elderly victimized by violent crimes more than other Americans?**

No. A Census Bureau victimization study for the Law Enforcement Assistance Administration in 1974 showed that the general population experienced 32 crimes of violence per 1,000 persons; young people between 16 and 19 years of age suffered 93 violent crimes per 1,000; and the elderly had 12 per 1,000. Yet fear of being victimized causes many of the nation's 22 million elderly to isolate themselves in self-imposed house arrest.

What's more, as a Congressional Committee on the Aging noted, "Financially, physically and emotionally, they are the least able to cope with the loss or injury that results from a criminal act." The committee added that, with half of the elderly at or below the poverty level, and most on fixed incomes, they lack the financial capability to replace or repair stolen or damaged property.

- **Do the rich suffer from violent crime more than the poor?**

No. Those families with income of less than $7,500 per year, suffered 45 violent crimes per 1,000 persons; while with those whose incomes were $25,000 or over, the rate dropped to 25 per 1,000.

- **Do most jails in the United States have educational programs for inmates to keep them from becoming repeaters?**

The Justice Department's 1970 national jail census revealed that less than 11 percent of jails had any educational facilities.

- **How much does crime cost the country?**

The Joint Economic Committee of Congress estimates that the overall cost of crime to the nation during 1976 was at least $125 billion—a crime tax of over $500 a year for every man, woman and child in America. And a lot of it was due to unemployment.

Norman O. Carlson, Director, Federal Bureau of Prisons, says that: "In all the studies that have been done trying to predict the numbers of people who will go to prison, the only variable to show a positive correlation is unemployment. If you go back in history and plot the population of all prisons, both Federal and state, and compare it to all the other variables you can think of, you will find a positive correlation only with unemployment. The higher the rate of joblessness, the higher the rate of prison commitments."

IN THE PAST many have responded to the growing problem of crime and fear of crime chiefly by adding additional locks to our doors, installing burglar alarms, buying watchdogs, surrounding our homes with barbed wire, buying guns, turning our homes into fortresses—even moving our homes many miles away from our jobs, refusing to get involved in the task of community crime prevention.

We have discovered, however, that such isolated and defensive reactions to the crime problem in our neighborhoods have often served to increase our victimization by promoting a climate of fear, increasing neighborhood instability and eroding our sense of community.

Priority must be given to the redevelopment and encouragement of a community safety system which offers residents a continuing source of mutual crime prevention assistance and support, breaking the old patterns of fear, reactive alarm and growing frustration and complaints to the authorities over "bad service."

—From "The Challenge of Crime" by Harry Fleischman, executive director of the National Alliance for Safer Cities in The Crisis, August/September, 1977.

At National Meeting:

Film Actors Focus On Work Outlook

Hollywood, Calif.—Increased employment in New York and the prospect of unemployment insurance problems in California were key topics at the general membership meeting of the Screen Actors Guild.

The gathering of nearly 1,000 Guild members started on a high note when SAG New York Branch President Larry Keith apprised them of the changing character of New York film production.

"Seldom has the film industry been busier in New York," Keith reported. "During 1977 it is estimated that no less than 41 major features will have been shot in that city, representing an impressive total of some 262 shooting weeks of work for SAG members there."

He expressed pride in the fact that the New York branch of SAG has been among the leaders in the effort to preserve the Astoria Studio, one of the rare film facilities in New York which was almost lost. The Astoria facility is currently being used for the production of a $10-million-dollar musical.

SAG National President Kathleen Nolan told the meeting, the equivalent of a convention, about President Carter's recent tribute to the film industry when he welcomed 400 persons to the White House to celebrate the 10th anniversary of the American Film Institute.

But she also warned her fellow actors of the dichotomy of their place in American society.

"There is a capricious relationship between the actor and the industry," she observed." Work today for most actors is handed out like some fairytale gift we should be extremely grateful for and, like Cinderella, when the clock strikes the appointed hour, we should scurry away obediently and be grateful we had a moment.

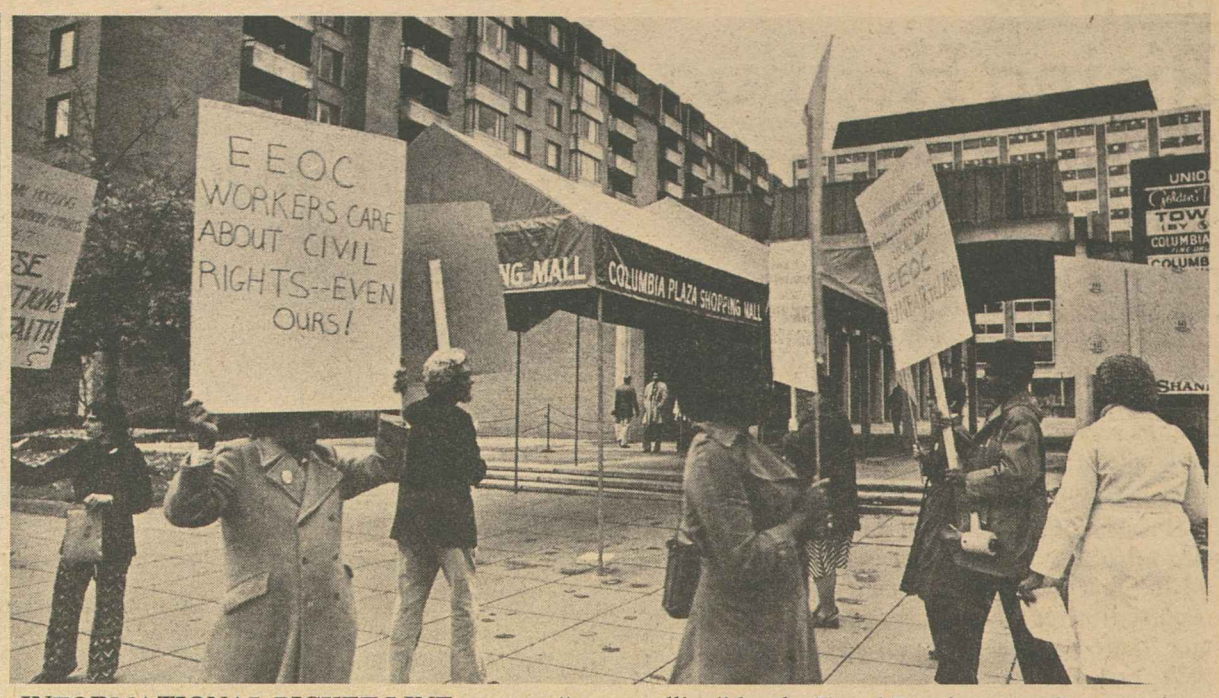
"This industry today thrives on the free-lance players who somehow must support themselves between the calls. We never asked nor were we seeking, a life of one-night-stand employment and yet there is a shame attached to you for not working.

"Life puts on the actor a social stigma which we must reject. We must command a respect for our profession, as we respect others."

A crucial message regarding actors' problems of employment and unemployment came from Chester L. Migden, SAG's national executive secretary, who received unanimous support for a resolution condemning a proposal by the administration of California Governor Edmond G. Brown which would effectively eliminate most unemployed actors in California from the opportunity to receive unemployment insurance.

Migden estimated that 78,000 workers would no longer be able to qualify for jobless aid under the proposal, which would add an eligibility requirement of 10 weeks of work per year.

"There is considerable pressure and need to raise the level of unemployment insurance benefits," he said, "and the director of the department has discovered a simple, and what he views as a painless, way to do that. You must remove 78,000 human beings from any chance of getting benefits."



INFORMATIONAL PICKET LINE protests "stonewalling" by the Equal Employment Opportunity Commission on negotiations to protect the job rights of EEOC employees in the agency's reorganization. The American Federation of Government Employees bargains for the 2,500 EEOC workers.

House Modifies Stand on Lifting Social Security Earnings Ceiling

(Continued from Page 1)

of the Ways & Means subcommittee that has authority over social security legislation, told the House that there is no justification for eliminating the earnings ceiling in order to benefit "fat cats . . . making $100,000 a year."

There are still major differences between the House and Senate versions that must be resolved by the conference.

In a letter to members of the conference committee, AFL-CIO Legislative Director Andrew J. Biemiller spelled out labor's position on some of the differences.

He urged retention of a House provision providing an automatic loan from the Treasury when social security trust funds drop below safe levels. The loans, which probably would be needed only during recession periods, would be repaid by temporary increases in the payroll tax rate.

Biemiller said that such a standby provision assures that future obligations can be met without building the reserves to an unnecessarily high level.

He also strongly urged that the conferees keep a Senate-passed provision that requires employers to pay the social security tax on virtually their entire payroll, while keeping a ceiling on the taxable wage base for workers.

The AFL-CIO recommendations backed the Senate-passed formula for rectifying a costly technical flaw in the present retirement formula. It would result in slightly higher benefits for future retirees than the House version.

In another area, the AFL-CIO asked rejection of a Senate provision that would reduce the social security benefits going to spouses and survivors by the amount of any pensions these beneficiaries might receive from public employers in jobs not covered by social security.

Such a restriction would be a "devastating" blow to persons with small public pensions who depend on both systems for an adequate retirement income, Biemiller said.

On the retirement earnings test, he urged the conferees to adopt "the least costly aspects of each bill."

Biemiller also asked the conferees to discard several amendments dealing with welfare programs that the Senate tacked on to the social security bill. The amendments are undesirable, he said, and it would set a bad precedent to allow social security legislation to be loaded with "non-germane amendments."

On another issue Congress is trying to resolve before the close of the first session, a House-Senate deadlock over language curbing the use of federal Medicaid funds for abortions continued to block final approval of a $60 billion appropriations bill to finance programs of the Labor Dept., the Dept. of Health, Education & Welfare and several independent agencies including the National Labor Relations Board.

During the four-month deadlock, Congress has avoided payless paydays for thousands of federal employees by passing short-term funding resolutions—usually at the last possible moment. But intervals without funding have crippled many activities, including job safety inspections and other programs involving travel.

The National Labor Relations Board said the 13 fundless days in October and four in November result in delayed action in 2,000 cases including conduct of representation elections, hearings on unfair labor practice charges and field investigations. In general, the only activities that have been conducted during those days have been within the metropolitan area of the cities where NLRB regional offices are located.

Efforts to resolve the deadlock were continuing as the AFL-CIO News went to press. Past attempts have failed with the House insisting on a more stringent ban on funds for abortions than the Senate has been willing to accept.

Massachusetts Labor Elects William Cleary

Boston—Delegates to the Massachusetts AFL-CIO's 20th convention elected William J. P. Cleary as their new president following a week of heavy campaigning by candidates for the state federation's four top posts.

Cleary, who has been a state federation executive vice president and secretary-treasurer of the Boston metropolitan building trades, was elected to a two-year term with more than 139,000 votes to about 47,000 for Patrick Quill, president of Boston Carmen's Local 589. Cleary succeeds Joseph Sullivan, who headed the 500,000-member federation since 1972.

In a close race for secretary-treasurer, incumbent James P. Loughlin was reelected with just over 110,000 votes to more than 76,000 for Paul Quirk, president of Service Employees Local 509.

Arthur Osborn of Local 1505 of the International Brotherhood of Electrical Workers and John Prendergast of Machinists Local 38 were elected executive vice presidents, outdistancing Ronald MacDougall of IBEW Local 2222.

The 948 delegates and 145 alternates meeting for four days passed more than two score resolutions, among them several spelling out labor's goals for the 1978 session of the state legislature.

The state federation's proposals include the extension of unemployment compensation to workers idled as a result of labor disputes, as well as a general upgrading of unemployment benefits.

The convention also called for better regulation of private employment agencies, elimination of exemptions from the state's overtime law, and extension of the prevailing wage law to include all benefits in the construction industry.

The convention expressed opposition to the state's sales tax and its support of a graduated income tax, and once again went on record against passage of a "bottle bill" banning non-returnable containers that coudl cost thousands of workers their jobs in the beverage and related industries.

On national issues, the delegates expressed strong support for President Carter's labor law reform bill, Kennedy-Corman-type national health insurance, full employment legislation and a boycott of J. P. Stevens products.

The convention took favorable action on resolutions advising against reductions in tariffs on shoes and textiles, for restrictions on imports unfairly subsidized by other nations, and for a restructuring of U.S. tax and other laws that encourage multinational corporations to export American jobs.

New vice presidents elected at the convention included Carmine D'Olympio of the Bricklayers and Eileen Flynn of the Hotel & Restaurant Workers.

CORRECTION

The Report on Congress insert in the Nov. 26, 1977, issue of the AFL-CIO News contained several tabulation errors that will be corrected when the voting record is reprinted.

In the House tallies for California, the cumulative voting totals should show that, in the 21st District, James C. Corman had 155 right and 10 wrong votes; in the 25th District, Edward R. Roybal (D) had 151 right and 7 wrong votes.

In the Michigan delegation, Bob Traxler (D) in the 8th District should have been shown with a right vote on Issue 21, education and health funding.

Aid Sought for Teachers Hit by Oppressive Fines

AFL-CIO affiliates and central bodies have been asked by federation President George Meany to assist a fund appeal on behalf of more than 300 Lakeland, N.Y., teachers who face heavy, punitive fines under an "oppressive" anti-strike law.

The fund drive was initiated by the American Federation of Teachers and Meany's letter to state and local central bodies included this report from AFT President Albert Shanker:

"The assistance we seek is needed to help our members overcome some of the oppressive fines that are automatically imposed under New York's infamous Taylor Law. For each of the 42 days they were on strike, the teachers lost two days' pay, with the average teacher sustaining a total fine of $11,000. Since it is a legal fine, each teacher will have to pay both federal and state income taxes on income they will never receive. Furthermore, their pay for the next 42 days will be withheld to pay those fines.

"In addition to the Taylor Law penalties against each striker, the local was fined a total of $100,000. Eight teachers were sentenced to lengthy jail terms and fined $250 on top of other penalties."

Meany noted that the strike followed "a year of fruitless negotiations in which the school board refused to bargain in good faith."

New York Gov. Hugh Carey proposed that the strike be settled through binding arbitration and a no-reprisals assurance, but the school board rejected arbitration, and an advisory referendum of school district voters supported the board.

With no immediate prospects of a settlement, the teachers subsequently returned to work. "The local held up amazingly in the face of severe hardships and an all-out attack on their union," Shanker said.

"The Lakeland teachers badly need and fully deserve the help of their brother and sister trade unionists," Meany declared.

He urged affiliates and central bodies to assist the fund appeal directly and through union meetings and publications. Contributions should be sent to Sec.-Treas. Robert Porter, American Federation of Teachers, 11 Dupont Circle, NW, Washington, D.C. 20036.

Urges Ratification by Congress:

Meany Calls Canal Treaties Beneficial to Nation, World

The proposed Panama Canal treaties "are in the best interests of the United States, the workers, and peace and harmony in the world," the AFL-CIO declared.

In a signed editorial in the latest issue of the American Federationist, AFL-CIO President George Meany urged Congress to ratify the treaties and to enact the necessary enabling legislation that would give Panama complete control over the canal and the Canal Zone by the year 2000.

As reason replaces emotion in the mounting debate over the new treaties, "we are confident . . . (they) will receive the support of the American people," Meany said.

Meany's statement in the federation's official monthly publication underscored the Executive Council's Aug. 30 recommendation of the treaties as "instruments worthy of support by U.S. citizens and their elected representatives."

Meany said that the AFL-CIO is satisfied that, on each of three main concerns it had about the treaties, American interests will be secure. He said that the treaties, announced by President Carter in August, protect the rights of both American and Panamanian workers in the Canal Zone, guarantee vessels of all nations future transit through the canal, and give the United States the continuing freedom of action to maintain the canal's neutrality.

Elsewhere, as the national debate surrounding the treaties moved into high gear, Gale W. McGee, U.S. permanent representative to the Organization of American States, sharply disagreed with the leader of the opposition to the proposals over their merits.

In a formal debate with Sen. Robert Dole (R-Kan.), a vehement critic of the treaties, McGee disputed Dole's argument for clarifying amendments that would lead to renegotiation of the documents. McGee, a nine-year member of the Senate Foreign Relations Committee while in Congress, told a Foreign Policy Association forum in Washington that Dole's criticisms of the treaties "do not present a case for starting over again and renegotiating" a new agreement.

He said that the questions raised by Dole either are "not present, or are satisfactorily resolved, in the new treaties," and added: "If the treaties aren't ratified, what is certain to happen in Latin America is further uncertainty. It is this uncertainty that is eroding stability in the area."

The Senate Foreign Relations Committee is expected to resume its hearings on the treaties sometime in January, but the real test of their popularity will not come until they reach the full Senate. "We ought to be voting on them by June or July if we start debating them in February," Dole said. The Panamanian people approved the treaties by a two-thirds majority in an Oct. 23 plebiscite, the same majority needed for their ratification in the Senate.

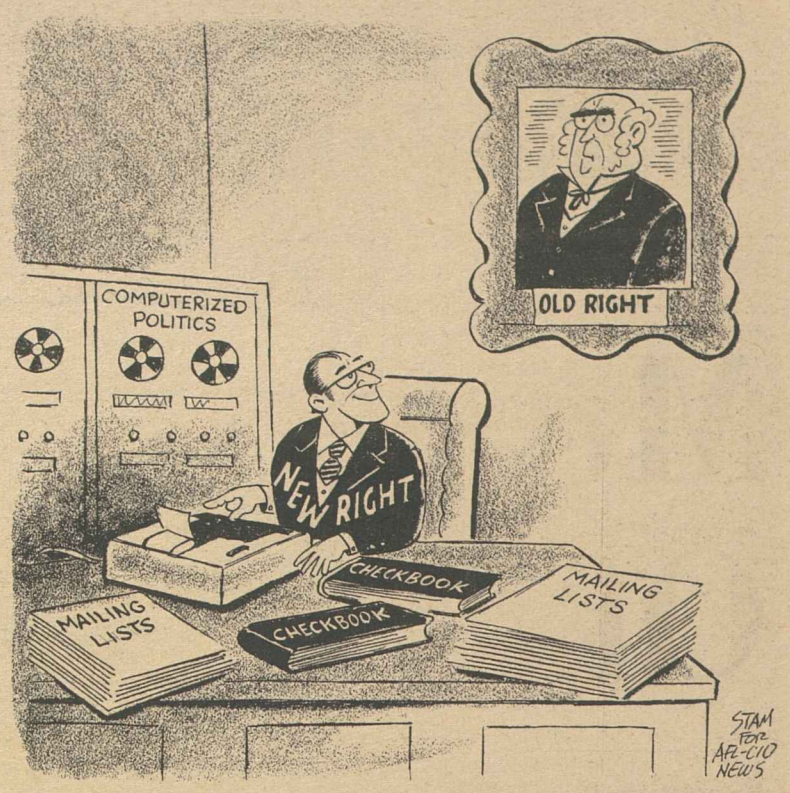
The new Panama accord capped 13 years of sporadic negotiations through Republican and Democratic Administrations for an agreement to replace the 1903 Hay-Bunau-Varilla treaty, which allowed the U.S. to build the canal and to control the waterway and the Canal Zone "in perpetuity."

In his debate with Dole, McGee noted that both the Republic of Panama and the United States interpret the new treaties to mean that the United States has the "unilateral right to defend the canal in perpetuity" to assure access and right of transit, but "does not have the right to intervene in the government of Panama—an important distinction."

Describing the treaties as "a superior collection of diplomacy," McGee said the "mutuality" of the agreement—that is, the very fact that the document was negotiated by two governments, not imposed by one on the other—assures they will be "self-enforcing."

By relinquishing control over the canal, the United States also shows that "we're doing something in the interests of a deeply involved, interdependent world society," he added.

Slicker Than the Old Man



SEC Refuted on Claim To Pension Plan Role

AFL-CIO President George Meany has challenged the Securities & Exchange Commission's claim of jurisdiction over union-negotiated pension plans.

Legislative history proves otherwise, Meany declared in a letter to Sen. Harrison A. Williams, Jr. (D-N.J.). Williams was a principal author of the 1974 pension reform law and is chairman of a subcommittee holding oversight hearings on the law.

The 1974 law—the Employment Retirement Income Security Act—divided regulatory authority between the Labor Dept. and the Internal Revenue Service.

But in a court brief and in explanatory testimony at the Senate hearings, the SEC took the position that negotiated pension plans also must meet the type of disclosure data required for sales of stocks and bonds.

In effect, the SEC would equate the person who takes a job at a plant covered by a pension plan with a prospective purchaser of a company's stock.

If the SEC's position were upheld, the AFL-CIO noted, pension plan administrators would be faced with a new and costly round of paperwork on top of the detailed reports now required by the two government agencies with direct jurisdiction.

Meany's letter to Williams included a 26-page AFL-CIO staff analysis which cited testimony by the SEC going back as far as 1958 which disclaimed jurisdiction over all but a limited area of pension plan administration. Its accepted jurisdiction, the AFL-CIO contended, has been over investment activities of pension funds and over types of contributory pension plans.

Meany noted that the AFL-CIO supported the 1974 law "because we are convinced that legislative protection of pension plan participants is necessary."

The SEC's position, he said, appears to be that "the greater the number of laws that are piled one on the other the more protection is afforded employees."

That's "unsound" reasoning, Meany said. "To superimpose the securities laws on the regulatory scheme provided in the Employment Retirement Security Act would at best create overlapping and duplicative jurisdictions with the attendant costs in confusion and uncertainty."

The overall result would be less effective regulation, he warned.

There is also a possibility, he noted, that acceptance of the SEC's jurisdictional claim "threatens existing pension plans with substantial litigation costs and enormous potential liabilities because they have made the disclosures required by ERISA but not those which the securities laws may arguably require."

The AFL-CIO staff analysis of the issue found no evidence that the SEC has in the past considered the hiring of an employee as a "sale" of a collectively-bargained pension plan requiring disclosure under securities law.

To the contrary, the analysis cited repeated statements by the SEC that it did not have such jurisdiction.

Sweeping Court Order Readied Against Stevens

(Continued from Page 1)

junction would apply to all Stevens plants in the U.S. except for those that are already covered by a similar order. Such orders are currently in effect at all Stevens plants in North and South Carolina and at three plants in Georgia.

The Clothing & Textile Workers, which has sought to organize the Stevens empire in the South, commented that "with no prospect of any stop to the company's massive and continued violations of the National Labor Relations Act, the NLRB has been forced to take this action."

Certain provisions of the court order, if granted, would be much like those now in force at Stevens' plants already under a federal court order. Copies of the decree against Stevens, for example, would have to be read to company-convened meetings of employees at each plant, and the company would be forced to send copies of the decree to all of its supervisors and managers in the affected plants.

An NLRB injunction of this type has never before been sought against a company, and only once before has the board tried to bring a nationwide injunction against any party to a labor dispute.

The NLRB noted that the Clothing & Textile Workers are currently engaged in a "broad effort to organize many of the Stevens plants" and that its efforts "may well be . . . extended even further in the near future."

In light of these facts, the board said, it "fears that, without broad judicial protection, the union's campaign efforts will be met by unlawful conduct that will effectively stifle the statutory rights of the employees involved."

Stevens, which a federal court this year dubbed "the most notorious recidivist in the field of labor law," has been found guilty 15 times of violating the nation's labor law and has paid $1.3 million in fines and back wages since the early 1960s.

The NLRB made its announcement following an inquiry by the board's general counsel which determined that "there is at least prima facie evidence of continuing violations" by the company.

The board also found that, in reaction to the Clothing & Textile organizational drive, Stevens has:

- Fired, harassed, changed working conditions, and disciplined employees who supported the union.
- "Coercively interrogated employees concerning their union activities," told employees that it would be futile to select the union as their bargaining representative, and illegally forbade employees from even speaking about the union at the plant during working and nonworking hours.
- Refused to rehire a discharged employee because he had filed charges with the NLRB concerning his firing, and disciplined another employee because of his anticipated testimony in an NLRB case concerning Stevens.

Key Senate Posts Shift With McClellan Death

The death of Sen. John L. McClellan (D-Ark.) will touch off changes in committee chairmanships that could diminish conservative power bases in the Senate.

McClellan, whose six terms in office had made him second in seniority among the 100 senators, was chairman of the Appropriations Committee as well as senior member of both the Judiciary and Governmental Affairs Committees.

While he missed more than half of the key votes this year because of illness, his cumulative record by AFL-CIO standards was 39 right and 142 wrong votes.

McClellan's successor as head of the Appropriations Committee is expected to be Sen. Warren G. Magnuson (D-Wash.), whose cumulative COPE record is a sharp contrast—184 right and 12 wrong votes.

Magnuson will have to give up chairmanship of the Commerce Committee to take the appropriations post. His successor in that chairmanship would be Sen. Howard W. Cannon (D-Nev.), with 111 right, 50 wrong COPE record.

While no chairmanships will change, the selection of a successor on the Judiciary Committee could be an ideological tilt in a closely-divided committee headed by Sen. James O. Eastland (D-Miss.), the most senior member of the Senate. And the appointee to the Governmental Affairs Committee could have an important voice in determining whether the House-passed Hatch Act reform bill will be reported to the Senate floor.

Arkansas Gov. David Pryor, who ran against McClellan in the 1972 Democratic senatorial primary, will appoint a temporary successor to serve the year remaining in McClellan's term. A state law prohibits an interim appointee from running for a full term.

Just a week before his death, the 81-year-old senator had announced that he would not be a candidate for re-election next year. Pryor is expected to be one of the candidates for the seat.

Before becoming chairman of the Appropriations Committee, McClellan was in the public eye as chairman of the permanent Subcommittee on Investigations, conducting major hearings on organized crime and on corruption in the Teamsters and other unions.

The new committee chairmen will be nominated by the Democratic caucus, but tradition virtually assures that the senior Democrat on the committee involved will be named.

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Meany Cites Urgent Need Of New Jobs, Trade Policy

Executive Council Report:

Labor Sounds Call For New Agenda

Los Angeles—The past two years have brought "some hopeful signs for America," with the election of a new administration committed to jobs and human rights, but the AFL-CIO will continue to call strongly and clearly for an agenda of improved programs when and where needed.

That is the major theme of the 410-page report of the Executive Council to the 12th AFL-CIO convention, a report that reviews developments in the labor movement, the nation and the world since the last federation convention in 1975.

The report of the 35-member council covers internal changes and developments, finances, the national economy, labor relations, national development, worker protections, education, social security, health and welfare, civil rights, world affairs, labor in the community, national and state legislation, political activities and labor and the law.

Detailed proposals for action support the survey of the past two years and will be referred to various convention committees and to the delegates for discussion and action.

AFL-CIO President George Meany in his opening overview of the report said that the election of President Carter "brought a sense of hope and a spirit of inspiration" as well as important programs, many of them representing "major steps toward the direction of labor's own programs."

Meany wrote that "it is still too early to grade the Carter Administration, for the pluses—and they are many indeed—are clouded by the continued slack in the economy

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California Anti-Union Drive Fails

California right-wing groups have failed to get the signatures needed to put before the voters a proposed amendment to the state constitution aimed at public sector workers and their unions.

The petition drive had the support of former Gov. Ronald Reagan and other conservative Republican leaders, as well as the State Chamber of Commerce.

Its goal was to write into the California constitution a strong ban on public employee strikes and a "right-to-work" prohibition against union security agreements in the public sector.

John F. Henning, executive secretary-treasurer of the California AFL-CIO, termed the failure of the petition drive "a credit to the good sense of the people." He charged that the real purpose of the petition sponsors was to deny to public employees "any real voice in determining their working conditions."

Service Employees President

(Continued on Page 2)

QUESTIONS TO COME before the AFL-CIO's 12th convention are discussed by Federation President George Meany and Sec.-Treas. Lane Kirkland at the Executive Council meeting a day prior to the opening of the sessions.

For Eighth Month:

Jobless Rate Stuck At Recession Level

By James M. Shevis

The nation's recession-level jobless rate remained virtually unchanged for an eighth consecutive month as an increase in the number of people looking for work largely offset a substantial rise in total employment.

Unemployment in November dipped from 7 to 6.9 percent of the workforce, a statistically insignificant change. The jobless rate has been stuck since last April within a narrow range of 6.9 to 7.1 percent.

The Bureau of Labor Statistics reported an exceptionally large rise in total employment on the basis of its sometimes volatile household survey which showed an increase of 955,000 jobs in November—to 92,180,000. This was the largest monthly gain since April 1960.

But a number of analysts found the figures suspect in view of the sharp difference from the BLS survey based on payroll data from employers. By that count, the employment increase in November was 312,000.

"The difference between the two survey results was exceptionally large last month, and we do not have a good explanation for it," BLS Commissioner Julius Shiskin told a congressional Joint Economic Committee hearing.

Shiskin speculated that the magnitude of the October-November increase in total employment "may have been somewhat exaggerated by measurement problems" such as an early survey week, sampling variability, and the seasonal adjustment factor.

The increase in employment last month just about matched the jump in the number of workers looking for jobs, thus leaving unemployment little changed over the month. The labor force rose by 896,000 to a seasonally adjusted 98,998,000. The difference between the number of people looking for work and

(Continued on Page 16)

Asks Action To Bolster Economy

By Saul Miller

Los Angeles — The country needs a new foreign trade policy and 4 million new jobs a year to achieve full employment and guarantee human rights for all Americans, AFL-CIO President George Meany told the opening session of the 12th convention here.

Sounding the keynote of the federation's biennial sessions before an applauding audience of 2,500 delegates, foreign visitors and guests, Meany declared that continuing high unemployment has created "a new segregation between those who work and those who are always jobless—a segregation that is both brutal and dehumanizing."

He called on the Carter Administration to back up its commitment to achieving full employment with "an economic stimulus program that won't be cut in half at the last minute." He added:

"We believe that the way to restore confidence throughout America is to set a goal of 4 million new jobs a year—every year—for the next four years. That is the only way unemployment is going to be reduced substantially."

In addition to job-creating programs, Meany said that a "presidential commitment to full employment would be shallow if the Administration failed to take strong action to protect American industry from cutthroat and often illegal foreign competition."

(Continued on Page 16)

Professional Employees Chartered As New Department of Federation

By Rex Hardesty

Los Angeles—A ninth AFL-CIO department picked up its charter here with a pledge to take advantage of what organized labor offers professional workers and to contribute to the trade union movement what professionals can do for organized labor.

That dual pledge was voiced by Albert Shanker, president of the Teachers, in accepting from AFL-CIO President George Meany the charter for the new Dept. for Professional Employees.

Department status was conferred in a founding convention after dissolution of the AFL-CIO Council for Professional Employees, founded 10 years ago.

The department elected the council's three officers—Shanker as President, Musicians President Hal C. Davis as vice president and Professional & Technical Engineers President Rodney Bower as treasurer—and retained its executive director, Jack Golodner.

It also retained the same per capita structure, 4 cents per member per month on the first 150,000 workers affiliated and 1 cent for each additional member, and announced that 26 international unions had affiliated 620,616 members with the department. That's an increase from the dissolved council's 19 unions and 544,186 members.

Shanker said the importance of the new department is depicted in the changing American workforce and in the changing face of urban centers, the former home of factories and blue-collar workers that now house banks, computer firms

(Continued on Page 2)

Council Asks 3-Cent Boost In Per Capita

Los Angeles—The AFL-CIO Executive Council has unanimously recommended a 3-cent increase in the per capita paid by affiliates to the AFL-CIO.

The council's recommendation would increase the per capita from 13 cents to 16 cents per member per month. It was sent to the 12th Convention Committee on Constitution for its approval and further action by the delegates.

The council acted on a report of a subcommittee set up at its August meeting to review the financial situation in light of mounting costs, high unemployment and a drop in federation membership and per

(Continued on Page 16)

ELECTED TO FULL two-year terms at the reactivated Food & Beverage Trades Dept.'s first convention were President Daniel E. Conway, left, and Sec.-Treas. Robert F. Harbrant.

Professional Employees Form New Department

(Continued from Page 1)

and media centers all hiring white-collar workers.

In presenting the charter, Meany noted that he first encountered union teachers in the 1930s when a New York City group came to him as state federation president.

Meany said their founding convention had featured debate on the Spanish Civil War, the classroom curriculum and the pending split of the CIO from the AFL. When asked for advice, Meany said he referred them to the local Laborers' hall, where they would learn little on those topics—but a lot about workers' needs in union representation.

Shanker noted that in that era, a grade school diploma placed you among the elite.

From that, Shanker said, are two lingering problems which the new department must continue to confront:

- The fear among workers that they will no longer be considered professional if they associate with a union.
- The attitude among some blue-collar groups that professionals are self-employed or can otherwise take care of themselves and aren't welcome in unions.

That's disappearing as the myths are overcome, Shanker said, but he still encounters an occasional union member or a school board member who repeats the old shibboleths.

Just as the workforce has shifted to white-collar, Shanker noted, trade union concerns have also changed, coming to emphasize legislative, tax and community issues on which professionals are uniquely equipped to help.

Meany and AFL-CIO Sec.-Treas. Lane Kirkland welcomed the new department with a statement saying, "professional employees now have the appropriate mechanism to focus on the particular problems and issues affecting their unions and their own concerns."

The department's establishment "fills a void for both the labor movement and professional employees," the statement said, "and reflects the growing importance of unionization of professional workers in both the public and private sector."

The department is the third new one since November 1974, when the Public Employee Dept. was chartered. The Food & Beverage Trades Dept. was subsequently reestablished. The other six departments cover union label trades, industrial unions, building trades, metal, maritime and railway employees.

In recalling the background of the new department, Golodner paid tribute to the foresight of its first president, Herman D. Kenin, late president of the Musicians. Kenin foresaw, he said, the professional employee emerging in America just as craftsmen had replaced agrarian workers in a previous era.

As recently as 1970, Golodner said, professional employees represented 22 percent of union members, and today that figure has grown to 27 percent.

DPE estimated that 6.2 million union members could be classified as white-collar, with two-thirds of that group, or 4.1 million, professional and technical employees. The group is already highly organized, Golodner noted, with 45 percent of the nation's non-managerial professional and technical employees under collective bargaining agreements.

The first convention called on the department to press the House of Representatives to abandon its current plans to use its own, non-union employees as technicians should floor debate be televised.

A series of other resolutions was referred to the DPE executive council for action at its January meeting and the council was empowered, through a series of constitutional steps, to choose staff and make other procedural decisions.

UN Staffers Supported in Pact Dispute

New York—The New York City Central Labor Council is backing seven United Nations staff organizations in a contract dispute with the UN.

Council President Harry Van Arsdale, Jr., said the UN reneged on a contract settlement with its staff organizations that ended a brief strike.

After the contract had been signed, the International Civil Service Commission conducted a survey and issued a report that termed the staff salaries too high. The UN Sec.-Gen., in what the Central Labor Council termed a "violation of the collective bargaining agreement," has announced that salaries will be reduced starting Jan. 1, 1978.

New York labor mediator Theodore Kheel, whose law firm is representing the seven Geneva-based staff organizations involved, met with the city central labor body to discuss the dispute.

To Finance Expansion:

Food & Beverage Trades Adopt Per Capita Increase

By John R. Oravec

Los Angeles—Delegates to the Food & Beverage Trades Dept. convention approved an increase in monthly per capita payments from 1 to 2 cents to finance the department's expanding operations and programs.

The convention, the department's first since its reactivation a year ago, also called for a nationwide boycott of the Winn-Dixie supermarket chain as its No. 1 organizing challenge and passage of a union contract successorship bill as its top legislative goal in Congress.

FBTD President Daniel E. Conway told the 70 delegates that the executive board found a need for the per capita increase after reviewing finances and operations since the department was reactivated in November 1976.

Additional funding is essential to insure effective operations and growth, he said. The higher per capita payments became effective Jan. 1 and are expected to raise about $400,000 a year, based on a membership of more than 2 million members in the 12 unions affiliated with the department.

Conway was elected by acclamation to a full two-year term as president, the post he was appointed to following the death of founding FBTD Pres. James T. Housewright. Sec.-Treas. Robert F. Harbrant was also elected without opposition to his first two-year term.

Winn-Dixie, which operates a large chain of supermarkets throughout the Sunbelt states, was described as the most vicious violator of federal labor laws in the food industry. It is an anti-union firm that uses many of the tactics long employed by J. P. Stevens & Co., delegates charged.

The FBTD called for the full support of affiliates and urged the upcoming AFL-CIO convention to endorse the proposed boycott.

The Winn-Dixie resolution charged that the company has abrogated legitimate bargaining rights, withheld wage increases, threatened economic sanctions for union activity, and "has repeatedly ignored, defied and interfered with" legal processes of the National Labor Relations Board.

Winn-Dixie continues to violate labor law, despite 12 remedial decisions by the NLRB and seven U.S. appellate court rulings, the resolution added.

Topping the list of key legislative goals will be the FBTD campaign for a bill to require an employer who assumes ownership of a business to honor the terms and conditions of an established collective bargaining agreement.

The problems of successorship in established contracts are compounded with the increasing concentration of large conglomerates in the food industry, driving a number of smaller firms out or into merger, the resolution said.

The convention also put a high priority on legislative measures that would:

- Prevent the Internal Revenue Service from taxing such workers' fringe benefits as free parking, retail discounts, Christmas gifts and other privileges.
- Regulate the introduction of new technologies in industry to assure that the social and economic interests of workers and consumers are not adversely affected.
- Head off IRS proposals to eliminate or modify business lunches or expenses of convention delegates because of the adverse impact such actions would have on jobs in the food and tourism industries.
- Prohibit employers from using so-called lie detector tests as conditions of employment.

The convention also endorsed the AFL-CIO's continuing effort to win Senate approval of the House-passed labor law reform measure.

Thomas R. Donahue, executive assistant to AFL-CIO President George Meany, told delegates in an address to the convention that the trade union movement is facing a much tougher challenge in the Senate in the campaign to win labor law reform. He said employer groups are resorting to many of the same questionable tactics that were used in the House in the attempt to defeat the reform bill.

Conway and Harbrant told delegates that the department will strive to develop Food & Beverage Trades councils in all 50 states during the next two years. They said the potential for growth is great in all sectors of the food, beverage, tourism and related service industries.

The department has chartered 17 state, local and regional councils during the past year and several more are in the process of formation.

A major challenge facing the FBTD and its 12 affiliates is organizing the thousands of unrepresented workers who are employed by giant conglomerates, Conway and Harbrant noted.

Only through coordinated efforts in organizing and collective bargaining can these workers achieve needed union representation, they stressed.

Anti-Union Petition Fails In California

(Continued from Page 1)

George Hardy, whose union bargains for more than 75,000 California public workers, said the proposed constitutional amendment would have destroyed collective bargaining rights.

To get their proposal on the June ballot, sponsors of the petition campaign would have had to come up with close to 500,000 valid signatures by a Dec. 2 deadline.

The sponsors let the deadline pass, telling reporters that their drive had fallen about 20,000 names short even before subtracting clearly invalid signatures.

Under California law, signatures collected in the campaign for a place on the June ballot cannot be used to qualify an initiative for a subsequent election.

The right-wing sponsors of the petition drive operated through twin groups called the Committee for Citizen Rights and the Committee for Individual Rights.

The committees reported spending about $250,000 in the unsuccessful campaign. "We're tired and discouraged," a committee co-chairman told reporters.

A NEW DEPARTMENT of the AFL-CIO is chartered as the Dept. for Professional Employees replaces the 10-year-old Council of Professional Employees. From left are Jack Golodner, executive director of DPE, and the three officers elected at the founding convention: Hal C. Davis, vice president; Albert Shanker, president; and Rodney Bower, treasurer.

Local Efforts Stressed:

Metal Trades Push Expanded Program

Los Angeles—Wide-ranging efforts to achieve stronger representation of workers under contracts negotiated by the Metal Trades Dept. and its affiliates were charted at the department's 58th convention here.

The 102 convention delegates stressed the need of expanding organizing with the concerted cooperaiton of Metal Trades councils and affiliates, improved protection from job health hazards and full collective bargaining rights for federal employees.

President Paul J. Burnsky told the convention that the department's participation in federal wage advisory panels could be seriously jeopardized by a significant decline in its union membership.

"Not only must we maintain the current units of workers represented by our federal councils," Burnsky said, "but there must be serious consideration given to the organizing of new units under the Metal Trades Council concept."

He pointed out that the department itself has no organizing staff available to be assigned to specific campaigns. That need, he said, must be filled by the affiliates with local councils and unions conducting the campaign themselves.

A prime concern of delegates centered on the results of a government study—the Rockefeller Pay Panel Report—that would lead to undercutting the wages of federal blue-collar workers.

A convention resolution unanimously adopted warned the Carter Administration and Congress that any attempt to reduce the pay of the federal workers would not be accepted without a fight.

The best approach to resolving these issues is by congressional action on legislation designed to give federal employees "full and meaningful" collective bargaining rights, the delegates said.

The current arrangement of dealing with federal wage issues under presidential executive orders has not worked, the resolution said, declaring that the program has failed to meet the needs of organized workers and is contrary to sound labor relations.

The convention expressed serious concern over the occupational health hazards Metal Trades members encounter in working with asbestos and the welding process, particularly those employed in shipyards.

Because of the high incidence of asbestosis, lung cancer and mesotheleoma that is linked to contact with asbestos, the convention called for improved federal protection for workers and their families.

It stressed the need for a federal program to provide medical assistance and compensation for the victims of asbestos-related illness.

Delegates also called for the extension of coverage by the Occupational Safety & Health Administration to federal sector employees currently excluded from the federal program.

Burnsky reported that a medical surveillance program conducted for the department showed that 59 percent of shipyard workers in the San Francisco Bay area participating in the study had lung abnormalities which were traced to their exposure to asbestos.

He said the department is working to establish a West Coast asbestos illness research program similar to one conducted for a number of unions in the East by Dr. Irving J. Selikoff of the Mount Sinai School of Medicine. Dr. Phillip L. Polskoff of the Herrick Memorial Hospital Clinic in Berkeley, Calif., made a report to the convention on the program.

Thomas R. Donahue, executive assistant to AFL-CIO President George Meany, outlined the federation's efforts to win congressional passage of the labor law reform bill, full employment legislation and curbs on job-eroding imports.

Donahue said that imports coming into the country under the banner of "free trade" are taking a heavy toll in jobs. He noted that the imbalance in this "free trade" was made clear recently when in the same week Zenith Corp. announced it was shifting 5,000 jobs to overseas operations and Japan's Honda Motor Co. anounced it would open a plant in Ohio that would employ 300 workers—a difference of 4,700 jobs.

Key resolutions adopted at the two-day convention called for:

- Reorganization and upgrading of the Bureau of Apprenticeship Training in the Labor Dept.
- Extension of collective bargaining rights to government employees in the Panama Canal Zone.
- Reform of the Federal Reserve Board to make its policies more responsive to the economic needs of the nation and its workers.
- Congressional action on key labor-supported legislation, including the Humphrey-Hawkins Full Employment bill, Kennedy-Corman Health Security measure and a revitalization of the U.S. maritime fleet.

The convention also urged the development of a comprehensive national energy program, the construction of deep water ports, support of the Machinists' strike against Lockheed and improvements in health benefits for federal workers.

NAGGING ECONOMIC AND JOB problems facing the labor movement are outlined by Thomas R. Donahue, executive assistant to AFL-CIO President George Meany, at the 58th convention of the Metal Trades Dept. in Los Angeles. Seated at right is MTD President Paul J. Burnsky.

AMERICAN FOREIGN TRADE POLICY must be overhauled to safeguard the jobs of U.S. workers, AFL-CIO Sec.-Treas. Lane Kirkland said in an address to the Union Label & Service Trades Dept. convention in Los Angeles. Seated are ULSTD President Joseph D. Keenan, left, and Sec.-Treas. Earl D. McDavid.

Labor Urged to Put 'Union Label' On Investment of Pension Funds

Los Angeles—Investment portfolios of union pension funds must be closely reviewed to guard against the channeling of capital into firms whose policies run counter to the best interests of workers and their unions, the Union Label & Service Trades Dept. declared.

Delegates to the department's 58th convention warned that third parties handling the funds have at times used union investments to finance operations of anti-union employers or subsidize multinational corporations that export American jobs.

Noting that pension funds—with billions of dollars in assets—are the single largest holders of corporate stocks and bonds, a key convention resolution urged that the "substantial financial power of AFL-CIO unions be entrusted to financial institutions whose investment policies are not inimical to the welfare of working men and women."

It also called for increased allocation of union pension funds in government-guaranteed mortgage investment portfolios to finance the construction of union-built housing and public facilities.

Additionally, it urged increased participation in the AFL-CIO Mortgage Investment Trust designed to stimulate union construction projects. A similar resolution was adopted earlier by the Building & Construction Trades Dept.

AFL-CIO Sec.-Treas. Lane Kirkland told the 200 convention delegates that public and private investment in job-creating programs is being drained away by runaway firms and the flood of illegal aliens.

"While importing unemployment through the sieve of our borders, we are exporting jobs by the hundreds of thousands," Kirkland stressed in noting the heavy job losses by workers in the electronics, textile, apparel and shoe industries.

Despite the destructive impact on the U.S. economy, the government continues to provide tax inducement and incentives for firms to flee overseas while imposing competitive penalties on American producers, he said.

"We very properly impose social and economic responsibilities on American producers such as minimum wage, health and safety, and environmental standards and costs," he observed, "but we leave wide a gaping escape hatch—and even encourage, ensure and promote their flight from those responsibilities . . . to countries indifferent to any social considerations or standards of human decency."

Kirkland said the faith that American trade unionists have for so long held in the free trade doctrine and reciprocal trade agreements has been shattered.

"They have been replaced by nationalized and subsidized export industries in other countries and cartelized, centralized political economies dumping their problems and their products on the last great free and open market and economy left in the world.

"Growing protective barriers everywhere else have channeled a stream of goods—priced without reference to real cost, devoid of any liability for humane labor and social standards—ever more forcefully into the American market at the expense of American skills, livelihoods and choice of calling," Kirkland said.

"We are feeling the heat of our members' very real and deep concern," he noted, "and it is up to us to pass that heat on as forcefully as we can to the proper quarters: the policy-makers and international negotiators of this Administration and to the Congress."

Retired Steelworkers President I. W. Abel, following a similar theme in his address to the convention, said the time has come for the United States to retaliate in behalf of American workers.

Citing the record $3.1 billion U.S. trade deficit in October and the projected $30 billion deficit for all of 1977, Abel said that curbing the free flow of imports could bring a more realistic balance in trade.

Zeroing in on the import problems affecting USWA members, he charged that the Trans-Alaska pipeline was built entirely with Japanese pipe; not one pound of American-made steel was used in the construction of New York's World Trade Center, and imported steel is even being used in the construction and repair of U.S. Navy ships.

On internal matters, the convention adopted guidelines for Union Label & Service Trades Councils on advertising in labor-related publications. It noted that some irresponsible publishers of labor papers, yearbooks and directories have at times "exploited the name and good reputation of the AFL-CIO to further their own selfish ends, and to the detriment of the best interests of organized labor."

In the executive board report to the convention, President Joseph D. Keenan and Sec.-Treas. Earl D. McDavid reported the successful conclusion of four consumer boycotts during the past two years that were instrumental in winning new contracts or representation rights for workers. They involved the rubber workers boycott against Firestone Tire, Musicians against Ringling Bros. circuses, Bakery & Confectionery Workers against Russell Stover Candies, and the Paperworkers against Old Fitzgerald Distilleries.

In addition to reaffirming support for continuing boycotts, the convention called for the addition of two firms to the boycott list. They are Bartlett-Collins Co. of Sapulpa, Okla., which is being struck by the Flint Glass Workers, and Charles Manufacturing Co. of Dothan, Ala., where the Furniture Workers are striking for a first contract.

Among major resolutions adopted at the two-day convention, delegates urged Senate approval of the House-passed labor law reform bill, reform of the Federal Reserve Board, a comprehensive urban mass transit program keyed to energy conservation, and renewed efforts to enact equity legislation to help preserve the U.S. merchant fleet.

The convention elected two new vice presidents to fill vacancies on the department's executive board. They are Vice President John E. Mara of the Retail Clerks and President William H. McClennan of the Fire Fighters.

LADIES' GARMENT WORKERS' union label promotion campaign on radio and television is described by ILGWU President Sol C. Chaikin at the International Labor Press convention. The ILPA presented a special award to the union in recognition of the campaign's value to the labor movement.

NAM to Sell Advice On Staying 'Union Free'

To the National Association of Manufacturers, nothing messes up the environment as much as workers who want union representation.

That's why the NAM has set up a subsidiary called the Council on Union-Free Environment. For an annual fee of up to $1,500, it will advise employers on how to keep the union wolf from the corporate door.

NAM President Heath Larry told a news conference that his organization "struggled" to find the right name for its new operation.

When the decision was made to name it the Council on Union-Free Environment, Larry said, he realized that there were those who would "lampoon" it as some sort of a union-busting organization. But it really isn't, the NAM president insisted.

Larry, who used to be a top negotiator for the steel industry, said the council will emphasize the positive by seeking to build employee "loyalty and support" for their employer.

It will utilize "the best thinking of different employers" and prepare how-to-do-it manuals on such issues as how plant managers can keep their fingers on the "pulse" of worker attitudes.

Annual fees will be based on the number of employees a company has in the United States and NAM member firms will get a discount.

The prospect of congressional passage of labor law reform spurred creation of the NAM subsidiary, Larry said.

The council will be governed by a 30-member executive board. And while council members have not yet been chosen, the two co-chairmen have been.

One co-chairman will be Arthur Prine, Jr., the labor relations vice president of a notoriously non-union printing operation based in Chicago—R. R. Donnelley & Sons.

The other co-chairman will be Edward Dowd, Jr., of Charlotte, N.C., a labor relations consultant specializing in helping employers thwart union organizing campaigns. Dowd was identified as president of the Central Piedmont Employers Association.

Larry told reporters that membership won't be restricted to unorganized companies that want to remain "union-free." He anticipates that there will be many organized employers who will join the council merely to exchange knowledge and improve their ability to "communicate" with their workers.

Senior Citizens Map Housing Programs

The National Council of Senior Citizens' executive board has mapped programs to safeguard the social security system and to provide housing for the elderly.

Ten to 12 new housing projects for the elderly have been developed by the council in cooperation with unions, church groups and other nonprofit institutions.

Frontline Defense:

Labor Press Girds to Meet Bitter Right-Wing Challenge

By John M. Barry

Los Angeles—The labor press must be the frontline defender of the trade union movement in turning back the strong challenge it now faces from the extreme right, delegates to the International Labor Press Convention were told.

"Never before in my lifetime has the labor movement faced as grave a crisis as it does today," ILPA President Albert K. Herling observed in keynoting the convention. He warned that "anti-union forces along with other conservative groups have united in a multi-million dollar campaign reaching into the grass roots" to defeat labor law reform and other progressive legislative proposals.

Machinists President William W. Winpisinger said that "not since the American Plan of the 1920s has the trade union movement been faced with such a right-wing threat." He said the threat was developed during the Nixon-Ford Administration when an "almost perfect, but insidious, coalition was created to push for the corporate state."

Winpisinger cited as a part of the right-wing design the recent announcement of the National Association of Manufacturers that it will help employers seeking a "union-free environment." The IAM leader called this "economic pornography" and "social smut."

"Your mission," he charged the 200 delegates representing union journals from all parts of the United States and Canada, "is to agitate, educate and organize."

Winpisinger's remarks were presented during a day-long seminar on the role of the labor press in collective bargaining, co-sponsored by the ILPA and the Institute of Collective Bargaining & Group Relations. Winpisinger is president of the institute.

Other participants in the seminar were the institute's administrative director, Theodore Kheel, and assistant director, Ronald Haughton; President Albert Shanker of the Teachers; Vice President Leon Lynch of the Steelworkers; Vice President Dina G. Beaumont of the Communications Workers; Sec.-Treas. William Lucy of the State, County & Municipal Workers; Gene Barry, western regional director of the Federal Mediation & Conciliation Service; Linda Tarr-Whelan, administrative director of the New York State Dept. of Labor, and John H. Mortimer, senior vice president of the New York Times.

Major actions by the convention included the adoption of a series of constitutional amendments aimed at encouraging the development of state, regional and industrial associations of labor editors and thus promote the expansion of the labor press at the local union level.

The amendments set up a detailed structure for the relationship between ILPA and affiliated associations. They give the associations voting rights at ILPA conventions for the first time and provide for a rebate of a portion of ILPA dues paid by local union publications that are also members of affiliated associations.

Other amendments adopted by the delegates spell out a formal relationship with the recently-established Canadian Association of Labour Media.

Delivering the 8th address in the ILPA's series named for the late New Yorker press critic, A. J. Liebling, was Harry S. Ashmore, who was editor of the Arkansas Gazette during the Little Rock school integration controversy of 1957 and is now an associate of the Center for the Study of Democratic Institutions at Santa Barbara, Calif.

Ashmore reminisced about Lieblings's criticism of the journalism of his day and offered his own overview of the press of today, which he suggested is more "anti-establishment" than in the past. This, he said, has not come about because of "any great change of heart" by newspaper owners, but because "the counting house has taken over from the eccentrics" and recognizes the profit in building circulation. The best hope for the press, he said, may well lie in the new technology that is transforming newspaper production and in the growing diversity represented by specialized publications such as the labor press.

The Liebling luncheon also saw the presentation of the ILPA's first award in memory of Max Steinbock, who died in 1975 while serving as ILPA president. His widow, Mildred, presented the award to Walter Balcerak, managing editor of the Public Employee Press of AFSCME District 37 in New York. He was cited for a story on the plight of a city worker forced to take a pay cut while inflation continued unchecked. The judges described the article as exemplifying the humanistic qualities for which Steinbock's own writing was known.

A special ILPA award went to the Ladies' Garment Workers in recognition of its union label promotion activities, particularly its use of radio and television. ILGWU President Sol C. Chaikin, in accepting the award, gave a detailed account of the development of the promotion campaign and its results to date. Other special awards for outstanding service to the labor press were presented to AFL-CIO Public Relations Director Albert J. Zack, Ruben Levin, editor of Labor newspaper, and Bernard Seaman, cartoonist for several union publications, including the AFL-CIO News.

Stan Williams of the Pennsylvania AFL-CIO News was elected to succeed Herling as president effective Jan. 1. Herling, editor of the Bakery & Confectionery Workers' publication, the B & C News, will continue to serve on the executive council as past president.

Sec.-Treas. Allen Y. Zack of the AFL-CIO was re-elected along with 11 vice presidents: Jerry Archuleta, OCAW Union News; Joe Brady, In Transit, Amalgamated Transit Union; James M. Cesnik, the Guild Reporter, the Newspaper Guild; Diane S. Curry, Railway Clerk/Interchange; Russell Gibbons, Steel Labor; Neville S. Hamilton, Canadian Paperworker Journal; Eleanor Moore, Local 37 News, Los Angeles Bakery & Confectionery Workers; Gordon Spielman, Union Advocate, St. Paul; Mel Stack, Retail Clerks Advocate; Bernard Stephens, Public Employee Press, AFSCME District 37, New York; Patricia Strandt, the Voice, Cement, Lime & Gypsum Workers.

New vice presidents elected to the council are Robert Kalaski, the Machinist; Kenneth O. Lohre, East Bay Labor Journal, Oakland; Glenn Martin, California AFL-CIO News, and Judith Rheiner, the Screen Actor.

Three vice presidents left the executive council after completing their terms of office: Gene Klare, Oregon Labor Press; Sal Perrotta, Los Angeles Citizen, and Patrick J. Ziska, the Machinist.

In other actions, the delegates heard a series of reports on the growth of the ILPA to a record level of more than 530 union journals, the organization's annual journalism awards competition, and trends in union publications.

The delegates approved the creation of a special committee to study ILPA's financial condition and report to the next convention. The executive council had noted that "we are without question financially viable, but demands on our resources to provide the services which members are entitled to expect from ILPA are increasing at a faster pace than our income."

A full day was devoted to workshops on layout and design, headlines, photos, political writing and cartooning. The delegates also were given a briefing on the Panama Canal Treaties by Ambassador David Popper, senior member of the U.S. negotiating team on the treaties.

A stirring report on the progress and results of organized labor's boycott of Coors beer by AFL-CIO Rep. David Sickler prompted a floor collection to aid the boycott. It drew $261 to add to the $150 from the ILPA voted in a convention resolution.

The delegates also stripped the tablecloths from the meeting room when it was discovered they bore J.P. Stevens labels. The hotel, the Los Angeles Hilton, managed to find "clean" cloths for subsequent sessions.

OUTSTANDING SERVICE to the labor press was recognized in special awards presented by the International Labor Press Association at its convention. From right are recipients Bernard Seaman, cartoonist; Ruben Levin, editor of Labor newspaper; Albert J. Zack, AFL-CIO public relations director; ILPA President Albert K. Herling, and Sec.-Treas. Allen Y. Zack.

AFL-CIO Organizer Charles West Dies

Detroit—Charles West, an AFL-CIO field representative here, died of a sudden heart attack three days before he would have turned 46. He is survived by his wife and five children.

Before joining the AFL-CIO staff last year, West had been a local union officer in the Steelworkers and director of the Michigan AFL-CIO's Manpower Division.

Department Convention:

Maritime Unions Set Legislative Course

Los Angeles—A determination that legislative defeats are only temporary in the long fight to rebuild the U.S. merchant marine was sounded by the biennial convention of the AFL-CIO Maritime Trades Dept.

Tagging 1977 a year of "mixed blessings," the convention pledged to continue the fight for a cargo equity law, but said it was only a part of the wholesale effort needed to resurrect the declining U.S. merchant fleet.

And rapid-fire changes in how the United States and the world finds and transports its energy mean that time is running out on the effort, it was emphasized.

"After all, we've lost cargo preference before," MTD President Paul Hall said, vowing that the nation's maritime workers would be back on the issue. The officers' report to the convention also stressed that "cargo equity is just one facet in the MTD's program."

That program, the delegates stressed, must include:

- Development of a national cargo policy to assure the U.S. fleet a substantial share of U.S. cargoes in all trade routes.
- Repeal of tax incentives that allow U.S. operators of foreign-flag vessels to receive benefits from their foreign operations that are not available to U.S.-flag operators.
- Creation of adequate operating and construction-differential subsidy programs to allow the U.S. merchant fleet to compete with ships of other nations that are generously subsidized by their governments.

The previous defeat of cargo preference to which Hall referred was the 1975 veto by President Ford after both houses of Congress overwhelmingly passed a bill requiring that 30 percent of oil imports be carried on U.S. flag ships.

The 1977 legislation, supported by President Carter but beaten in the House, called for a 9.5 percent share, and that only after five years.

"A good bill, a modest bill, a just and necessary bill went down the chute," AFL-CIO Sec.-Treas. Lane Kirkland told the convention. He described the bill's loss as orchestrated by the "oil lobby, its editorial handmaidens of the press and that other lobby designed to enhance the power of the already powerful—Common Cause."

Convention delegates were notified of the pending retirement of MTD Administrator O. William Moody after Jan. 1, 1978, and the appointment of Jean Ingrao, a member of the MTD staff for 12 years, as administrator.

In other staff changes, Seafarers Vice President John Yarmola becomes MTD's national co-ordinator and David Dolgen will be political and legislative director. For the past four years, Dolgen has been director of MTD's Greater New York Port Council affiliate.

Hall, president of the Seafarers, and Department Vice President Jack McDonald of the Operating Engineers are in the middle of four-year terms. The convention amended the MTD constitution to empower its executive board to select a secretary-treasurer, if it chooses. That post was last filled by Peter McGavin, who died just before the 1975 convention.

Reports to the convention cited the start of oil flowing from the Alaska pipelines, enactment of minimum wage improvements and the House passage of labor law reform as the achievements which earned 1977 the designation of "mixed" despite cargo preference.

Three elected officials, Senators Daniel K. Inouye of Hawaii and Mike Gravel of Alaska and Rep. John M. Murphy of New York, told the convention's 221 delegates of legislative battles that lie ahead.

Inouye also reminded the convention that some politicians want and welcome maritime workers' campaign support and contributions. Given the stakes in national defense and the availability of vital raw materials, Inouye said it was "insulting" to him to describe his support of a strong merchant marine in terms of campaign support, as the oil companies and Common Cause did in the lobbying effort against cargo preference.

Inouye traced the decline in U.S. handling of its own imports from a 42.3 percent share in 1950 to 4.4 percent today and said he could see the day when America would be "in deep trouble" from embargoes like the one imposed on oil shipments to the United States in 1973.

Inouye called for the nation to live up to its national maritime policies adopted by Congress in 1936 and 1970. Murphy recalled that the 1970 maritime act provided for the construction of 30 merchant ships a year for 10 years. But he pointed out that no more than 13 were built in any one year and prospects are that only one would be built by 1981.

Gravel used a slide show to point out options on transport now that oil is pumping in his native Alaska. Making the case for an all-new, sea level canal that could handle the super tankers of the present and future, Gravel said the Panama Canal could be totally out of use by 1990.

He urged enactment of pending legislation that would provide $8.5 million to update a 10-year canal study. That study, at a cost of $22 millon, picked a site just 10 miles from the present Panama Canal for a sea level canal that would have no locks at all.

Gravel traced the other options on moving Alaskan oil and said a sea level canal could provide sizable saving per gallon of oil consumed in the eastern United States—but emphasized his call now was for a study to verify the 10-year-old data from which he was working.

Kirkland, in his address to the delegates, said that recent congressional actions indicate more interest in the bowhead whale, dolphins or snail darters than another endangered species, the U.S. maritime worker.

"No maritime program you could write would cost the country a fraction of the cost of a half-point in the interest rates at the hands of Arthur Burns and company at the Federal Reserve Board," Kirkland said.

Noting the convention's strong call for measures to correct the continuing export of U.S. jobs through outmoded trade policies, Kirkland told the delegates "your case is really getting stronger and the country and Congress are waking up, now that it is not just an isolated mugging down near the docks, but the muggers are moving uptown and taking over, where even the rich aren't safe anymore."

NEW STAFF of the Maritime Trades Dept. is greeted by MTD President Paul Hall at the Los Angeles convention. From the left are Hall; Jean Ingrao, administrator; Seafarers Vice President John Yarmola, national field coordinator, and David Dolgen, political-legislative director. O. William Moody, MTD administrator since the last convention, is retiring after Jan. 1, 1978.

Building Trades Press Programs To Bolster Industry, Create Jobs

Los Angeles—The Building & Construction Trades Dept. has called for new and expanded programs to spur new construction and reduce high unemployment in the construction industry.

Delegates to the department's 59th convention spelled out the plan in resolutions urging unions to step up investments in mortgage funds and Congress to reform the Federal Reserve Board and make it more receptive to the economic needs of the nation.

The convention called on the BCTD and its affiliates to devote at least 10 percent of pension and welfare funds available for investment to mortgage trust programs.

It also urged locals to make wider use of the AFL-CIO Mortgage Investment Trust to finance construction projects built by union craftsmen.

In urging Congress to reform federal monetary and fiscal policy, the convention said that the FRB's tight money policies have driven thousands of contractors out of business. It called on the Senate to approve the House-passed Federal Reserve Reform bill that would make the term of FRB chairmen co-terminous with that of the President and give consumers and workers representation on the board.

It also proposed legislation to abolish banker domination of the Open Market Committee and reduce the terms of FRB governors from 14 years to seven.

AFL-CIO Sec.-Treas. Lane Kirkland told the convention that government economic policies of recent years have cost the nation billions of dollars in lost construction and production. Building trades craftsmen have had to carry an unfair share of the burden, he said.

"This ruinous policy," Kirkland declared, is the work of FRB Chairman Arthur Burns. He added that the country's economic health and growth hangs in balance on whether President Carter reappoints Burns as FRB chairman. "If he goes, there is hope; if not, then tighten your belts another notch," Kirkland warned.

Despite Burns's failures, Kirkland said that the FRB chairman has succeeded in explaining stagflation by shifting the blame from himself to building trades craftsmen and low-wage workers.

In addition to his fiscal policies, Kirkland observed, Burns has consistently opposed the prevailing wage and minimum wage laws that have benefited workers.

"Do away with those standards and the unemployment will disappear, he says. So the real villians are the building trades, plus all those poor people who work at the minimum wage—and who already have seen the real wage go down each year farther below the poverty level without reducing unemployment at all."

California Gov. Edmund G. Brown, Jr., said in an address to delegates that the first goal of society should be ample jobs that pay decent wages.

Brown said that it is possible to have both jobs and good environment through the construction of needed sewer and water facilities, home repairs, insulation and conversion to solar heating. He urged organized labor to do more to expand job opportunities for minority workers and women.

A resolution on apprenticeship, adopted overwhelmingly, called on the Secretary of Labor to remove regulations that restrict the use of objective selection and training standards. It said that efforts aimed at equal opportunity for women and minorities could be achieved without quotas, timetables or numerical formulas.

The resolution stressed, "we will continue to support sound and effective affirmative action programs that produce results for minority and women workers . . . while also maintaining the standards and benefits of the union for all workers."

Other key resolutions adopted at the three-day convention called for a new legislative campaign to win equal picketing rights for construction workers, development of nuclear breeder reactors, opposition to expansion of national redwood forests, an investigation into steel imports, development of energy resources on the outer continental shelf, and full support of the campaign in the Senate to win passage of labor law reform.

Earlier in the convention, delegates approved an increase in monthly per capita payments, which is expected to add about $600,000 to the department's revenues. Most of the added funds will be channeled into the new BCTD Organizing Division.

A proposal to expand the BCTD executive council from 10 to 15 members failed to win support of the convention's laws committee. Its position was upheld by a voice vote of the delegates.

The convention also approved an increase of $10,000 each in the annual salaries of the department's two top officers. BCTD President Robert A. Georgine's salary was raised to $65,000 and Sec.-Treas. Joseph F. Maloney's to $45,000.

All 10 department vice presidents were re-elected to new two-year terms by acclamation. Georgine and Maloney have two years remaining in their four-year terms.

80 Key Areas Still on High Jobless List

Eighty major labor areas remained on the Labor Dept.'s list of areas with "substantial"—6 percent or more—unemployment in November.

The number was three less than the previous month, as the government removed from the list the Atlanta, Akron, Ohio, and the Lansing-East Lansing, Mich., areas.

In addition, 1,171 other areas of smaller size were classified as having substantial or persistent joblessness last month, the same as in October.

Firms located in areas of substantial unemployment may be eligible for first preference in bidding on certain federal procurement contracts, providing they agree to hire 25 percent of their new monthly hires among the disadvantaged residents in their area.

Recent employment gains in durable goods manufacturing were chiefly responsible for the removal of Akron from the list. In the Lansing-East Lansing area, the improved situation was largely due to sizeable job gains in auto equipment and moderate advances in trade. In Atlanta, new hiring in local government, increased construction and recalls of laid-off workers in transportation equipment resulted in a drop in unemployment.

Atlanta and Akron both were placed on the high unemployment list in March 1975, Lansing-East Lansing in April 1974.

VICE PRESIDENT Walter F. Mondale addresses the Italian American Labor Council's annual luncheon in New York, where he was presented the council's Four Freedoms Award. Joining Mondale at the head table were from left, New York Mayor Abraham Beame, First Vice President E. Howard Molisani of the Ladies' Garment Workers, who is president of the council, and ILGWU Sec.-Treas. Shelley Appleton.

Bulk of Social Legislation Agenda Awaits Action by Congress in '78

Los Angeles—Congress acted on food stamp reform and social security financing during its first session but put off action on most of labor's social legislation agenda until 1978 or later.

The AFL-CIO Executive Council termed the food stamp legislation a "victory" for labor's position even though it has some defects.

A strong plus, the council said, is elimination of the requirement that poor people buy a month's supply of stamps before they can get their free bonus stamps. And Congress rejected employer demands to deny food stamps to needy families of strikers.

A defect in the bill is a rigid dollar ceiling that would require a cutback in benefits if the economy took a new downturn and more families became eligible.

At the time of the council's report, a House-Senate conference committee had not reached final agreement on a social security financing bill.

While both the House and Senate versions would strengthen the funding of the program by remedying flaws in the benefit structure, the council expressed regret that Congress refused to go along with President Carter's proposal to use general revenues to help pay for social security during times of high unemployment.

On health insurance, the council foresees a battle next year over "whether national health insurance should be a social insurance program or simply an extension of private insurance like Medicare and Medicaid."

It said the outcome "could determine whether the American people will have to pay billions in unnecessary costs."

Canada spends a smaller percentage of its gross national product on health care than does the United States, the council noted. Yet it provides health services for all Canadians "as a matter of right without deductibles and without any limitation with respect to the duration or amount of health benefits."

While the Administration has not yet submitted its proposals for health insurance, it has outlined a welfare reform plan.

This plan, the council said, "falls far short of what is needed to provide the poor with decent jobs or adequate income. It also fails to provide the immediate fiscal relief which states and cities so urgently need."

While critical of Administration proposals, the council affirmed labor's commitment to the goal of welfare reform.

Its report said existing programs are marred by "inadequate payments, gaps in coverage" and an attitude toward work that forces some who shouldn't be required to work into work programs, but doesn't provide the opportunity for decent jobs to persons able to work.

Another section of the council report was critical of the hospital cost containment bill proposed by President Carter.

The legislation would not control physician fees, the council said, but would act to hold down wages of non-professional hospital workers.

Health protection for America's workers is now shaped largely at the bargaining table, the Executive Council points out.

It said sharply rising costs have "forced many unions to divert more money from collective bargaining packages from wages to health benefits. In fact, many health and welfare funds are experiencing substantial deficits because of reduced income due to unemployment and increased outgo because of rising health care costs."

Further, many employers are strongly resisting improving health benefits "and are putting pressure on unions to accept deductibles, co-insurance or some form of cost-sharing to reduce costs."

Mediation Proves Value In Dispute Settlement

Los Angeles—Mediation continues to be the primary and most effective means of settling disputes between AFL-CIO affiliates, the Executive Council reported to the convention.

Of the 1,794 complaints or claims filed since the activation of the federation's Internal Disputes Plan in January 1962, mediation conducted by officers of international unions has resulted in 1,008 settlements, with 33 cases pending as of last June 30.

Cases not resolved in mediation, which is the first step in the internal disputes machinery, go to one of four impartial umpires—David L. Cole, Howard W. Kleeb, Alexander B. Porter and D. Quinn Mills.

In umpires' determinations through June 30, violations were found in 457 cases and not found in 273, with four cases pending.

Appeals from the decisions of the umpires are considered by a rotating three-member subcommittee of the Executive Council. The cumulative total is 167 umpires' determinations sustained, 39 appeals withdrawn, 24 cases referred to the full Executive Council and six cases pending.

As a result of subcommittee hearings on complaints of non-compliance since the disputes plan went into effect, compliance was achieved in 69 instances and non-compliance was found in 23. Twenty-five complaints were withdrawn and 11 were pending as of July 1.

The council reported that from Jan. 1, 1962, through June 30, 1977, 13 affiliates were found to have failed to comply with decisions of impartial umpires or council subcommittees.

The council said that in most cases compliance was later achieved. It listed the following unions as currently in non-compliance and under sanctions required by the AFL-CIO constitution: the Air Line Pilots Association, the International Typographical Union and the Graphic Arts International Union.

Ohio House Votes Item Pricing Bill

Columbus, O.—Ohio consumers won round one in their fight to require supermarkets that install computer readers at the checkout counter to retain the practice of stamping individual prices on most grocery items.

A bill requiring item pricing, bottled up in the House Rules Committee for five months by interests representing giant supermarket chains, food processors, and the computer industry, passed the Ohio House, and was sent to the Senate for hearings.

The pro-consumer groups, including the Ohio AFL-CIO, senior citizens and consumer organizations, argued that if stores are allowed to remove prices from individual items consumers would have no way to compare prices of one brand against another and no recourse if the computers read the coded prices wrong.

Council Stresses Link:

Labor Law Reform Key to Union Rights

Los Angeles—Workers are being denied their rights to union representation because employers are increasingly and flagrantly violating the National Labor Relations Act, the AFL-CIO Executive Council charged.

The council's report on organizing adds up to a strong case for labor law reform. And a companion section of the report deals with the legislative campaign launched by the AFL-CIO Task Force on Labor Law Reform.

Union-busting has become a "science," the council noted. "Sophisticated, talented and unprincipled lawyers, labor-management consultants, industrial relations experts and the like have developed seminars and literature" for managements seeking to keep their workers from organizing.

Legal delaying tactics are often enough to thwart union campaigns, but the council report cited also a "rapid acceleration in illegal employer conduct" as employers have concluded that the law "can be violated with virtual impunity."

It is no surprise that they should reach such a conclusion, the council observed.

The union percentage of victories in representation elections has dipped below the 50 percent mark and there has been a continuing rise in the number of unfair labor practice charges filed with the National Labor Relations Board. And more than half of the charges, the council pointed out, are based on discharge of workers for union activity—"the unfair labor practice that is most damaging to the rights of workers to organize."

Of equal concern, the council report stressed, is what happens after an election. It declared:

"Until recent years, an election victory, tough as it may have been to obtain, usually resulted in a collective bargaining agreement. Today, implacably hostile employers deem it merely the first step in their continuing battle to deny collective bargaining — an extension of the organizing campaign. Labor-management consultants have developed techniques that enable their employer clients to present a facade of good faith bargaining, all the while buying time to erode the majority status of the bargaining representative the employees had selected."

The inadequate remedies under present law, the council said, have made "surface bargaining an unpleasantly common fact of life in the post-election period."

A corollary to these tactics has been a "phenomenal rise" in decertification elections as employers capitalize on worker frustration.

The number of decertification elections rose 350 percent over the past 13 years and 30 percent from 1975 to 1976, the council reported.

Last February, the AFL-CIO Executive Council made labor law reform the centerpiece of its legislative program and set up a special task force whose activities have been financed by a special six-month assessment of one cent per member per month.

Its agenda, which included other high-priority legislative issues, was pressed through coalitions with religious, civil rights and women's organizations as well as through the trade union movement itself.

The council report noted the emphasis on grassroots lobbying —a two-way campaign stressing communication and educational efforts from the task force to the home districts of members of Congress and the resulting letters and postal cards to congressmen and senators.

It noted also: "By a vote of 257 to 163, the House on Oct. 6 passed the first worker-oriented labor law reform measure since passage of the National Labor Relations Act of 1935."

Report Cites Union Role In Bicentennial Events

Los Angeles—The AFL-CIO and its affiliates participated in a variety of bicentennial activities last year, with the result that millions of Americans learned of the significant contributions of workers to the country's growth and development, the Executive Council noted in its report to the convention.

Implementing the council's February 1975 directive, the AFL-CIO Dept. of Education selected three major projects to reach large numbers of Americans both within and outside the labor movement.

Perhaps the most ambitious project was the Working Americans Festival, part of the annual Festival of American Folklife sponsored by the Smithsonian Institution and the National Park Service in Washington, D.C. Union workers have participated in the festival each year since its start in 1971.

The festival has drawn millions of visitors from all over the country. Five million visited the 1976 edition, which involved 44 unions in a two-week demonstration of skills, workshops, musical presentations, history narration and talent features.

With the help of a Labor Dept. grant, the festival concept was presented on a regional basis in Alabama, Kentucky, Maryland, Virginia, Minnesota, California, and Massachusetts.

The federation's second major bicentennial project, the American Issues Forum, was designed to correct the negative image of labor presented in many classrooms and textbooks. The resurgent interest in American history during the Bicentennial provided an opportunity to seek a more balanced view of labor history for young people.

The forum, carried out in cooperation with the National Endowment for the Humanities, was a master calendar of specific discussion topics keyed to the school year. Labor, business, and the media helped assist citizens in a serious exploration of current social issues.

The third major effort was the development of one of the most comprehensive historical exhibits in the labor movement. A project of the Philadelphia Central Labor Council, the exhibit depicted the story of the immigration and struggles of the men, women and children who formed the trade unions of America.

In addition, numerous special projects were undertaken by state and local central bodies across the country, featuring photo exhibits, local labor history projects, environmental issues, and the study of the humanities.

Workers Victimized:

Unfilled Job Needs Remain No. 1 Economic Problem

Los Angeles—Persistently high unemployment remains America's No. 1 economic problem and the top concern of the AFL-CIO, the Executive Council reported to the federation's 12th convention here.

Ninety million workers were employed in mid-1977 but 7 million others still were officially counted as jobless after a lagging "recovery" from the 1973-75 recession, the longest and deepest economic decline in 40 years, the council observed.

"Even the understated 6.9 percent unemployment rate was higher than the unemployment rate during any year of the other post World War II recessions," the council said. Since midyear, the nation's official jobless rate has risen to 7 percent, about where it has been since April.

The AFL-CIO is also deeply concerned about inflation and its erosion of workers' real after-tax buying power, the council declared. Aggravating this situation has been the slowdown in the rate of productivity growth which resulted from deliberate governmental policies to bring about economic slowdown in the vain hope of stopping inflation, the council added.

"Working people and their families are among inflation's chief victims," the council report said. "The dismal economic climate of the last several years, with rising prices, reduced working hours, and high levels of unemployment, has placed many working families in a precarious position.

"Sharp increases in the prices of food and fuel have been a particular jolt to the living conditions of low- and middle-income families with children."

Even with the improvements brought on by the tax cuts that went into effect in May 1975 and in June of this year, the council said, the after-tax buying power of the average nonsupervisory wage and salary worker's weekly pay in mid-1977 was still below the level of 1972. Given the experience of the last two years, the council observed, average wage and salary earners have a lot of catching up to do.

The victims of continued high unemployment, which is far more widespread than government figures indicate, range across all labor force categories, the council said. Especially hard hit, however, are blacks—particularly black teenagers—who suffer the highest rates of joblessness, the council noted.

The AFL-CIO warned against the "dangerous complacency" about the extraordinarily high levels of unemployment and "a growing trend for government policy makers to redefine goals, blame unemployment on changes in the composition of the labor force, and adopt cautious and timid approaches, based on false doctrines of fiscal and monetary restraint and balanced budgets."

Including the discouraged workers and the enforced idleness of those who must work part-time because full-time work is not available, the true unemployment rate today is about 10 percent, the council said.

About 20 million people will experience unemployment of a week or more, and about 3 million will be out of work for the entire year, in 1977, the council observed.

In recent years, the AFL-CIO and others have increasingly criticized official government unemployment statistics, charging they seriously understate the extent of joblessness, the amount of lost work time, and idle work skills.

In response to this criticism, the council noted, Congress enacted a law last year setting up a new nine-member National Commission on Employment & Unemployment Statistics with representatives of labor, business, education and training, state and local government, and the economics and statistics fields. The panel's labor member is AFL-CIO Research Director Rudy Oswald. The commission will report next year on a wide variety of labor statistics concepts, methodology, and procedures, and submit its recommendations.

In other areas, the AFL-CIO noted a growing concentration of money and influence in fewer and fewer hands while millions of Americans are denied a fair share of the nation's wealth.

"Government policies during the past few years have intensified this trend through billions of dollars in tax giveaways to the corporations and the wealthy," the council charged. "Out of these inequities emerge many of the social and economic problems of the times."

The council singled out the corrosive impact of overseas bribery by American firms to land contracts and generally to conduct business. Such illegal contributions and payoffs, both in the U.S. and abroad, "raise moral questions about the power and influence of giant corporations over America's economic, social and political life, and its corrupting influence around the world," the council observed.

On government spending, the council again voiced the AFL-CIO's contention that fears of inflation resulting from higher federal outlays are groundless.

The council also blamed the Federal Reserve System for allowing interest rates to rise to historically high levels.

"These high interest rate levels continue to increase costs, add to inflationary pressures, and dampen consumer purchasing power," the council declared. Certain sectors of the economy such as homebuilding, state and local government, and business investment—particularly smaller business which cannot generate sufficient funds internally—are especially hurt by high interest rates, the AFL-CIO said.

TEN TRADE UNIONISTS were honored for leadership in the cause of free trade unionism by the AFL-CIO Labor Council for Latin American Advancement and the Hispanic Labor Committee. Award-winner I. W. Abel, left, president-emeritus of the Steelworkers, is congratulated by USWA Treasurer Frank McKee, Alfredo Montoya of the Labor Council for Latin American Advancement, and Sol Chaikin, president of the Ladies' Garment Workers Union. Other awards went to Farm Workers Pres. Cesar Chavez, Paul Montemayor of the Steelworkers, Garment Workers Vice Pres. Julio Ramirez, Railway Clerks Vice Pres. Jack Otero, Maria Portalatin of the Teachers, Henry Lacayo of the Auto Workers, Ben Goldberg of the New York taxi drivers local, Fred Saporita of the Transit Workers, and Joe Lopez, AFL-CIO field representative.

Promise of Rights Act Stalled by Recession

Los Angeles—The promise to black Americans of social progress made 13 years ago by the Civil Rights Act still lies unfulfilled, the Executive Council reported to the convention.

This is true, the council said, because "the economic mismanagement of the Nixon-Ford administrations, which plunged the nation into the worst recession since the 1930s, continued to put the ability of the nation to fulfill its pledge to equal employment opportunity and social justice in grave danger."

In addition to horrendous unemployment figures, which are consistently double for blacks, the council also pointed out overt acts of sabotage of the nation's civil rights goals.

These included failure to enforce Title VII of the 1964 Civil Rights Act and the severe weakening of the Executive Orders needed to enforce the basic 1964 law.

One example the council cited was the failure, from day one of the Nixon Administration, to continue the cooperation between the Equal Employment Opportunity Commission (EEOC) and the labor movement.

"Early notice of charges practically stopped," the council said, "and EEOC staff moved from a posture of consultation and conciliation settlements to one of adversary proceedings."

But while the EEOC provides an example of problems, it also provides a bright spot, the council found, in civil rights under the Carter Administration. "We welcome the announced intention of the new chairperson of the EEOC, Eleanor Holmes Norton, to work closely with the labor movement in seeking to eradicate workplace discrimination."

In other details of the civil rights report, the council said the AFL-CIO was pledged to "oppose any and all efforts to weaken or dilute the seniority system—by legislative action, court decision or administrative fiat."

Labor must reject the "spurious notion that the seniority system be destroyed just when it is needed most to protect all workers, without regard to race or sex," the council said. There are other, valid ways to protect workers threatened by joblessness, the report said, without making the mistake of blaming seniority clauses for a condition—high unemployment—which they neither caused nor can correct.

Estimating that there are now 5 million women trade union members, the council reported on the progress made by the AFL-CIO Dept. of Civil Rights in working with the Coalition of Labor Union Women (CLUW) "to stimulate participation of women in their unions, seek equality in the workplace and expand efforts to organize the unorganized."

Paralleling the efforts of CLUW, the council noted, are two ongoing success stories—work among blacks by the A. Philip Randolph Institute, which has grown to 180 local chapters in 35 states and among Latinos by the Labor Council for Latin American Advancement, which has grown to 58 chapters in 17 states with a record of particular achievement in voter registration in the 1976 elections.

The council noted that outreach programs, initiated among blacks in the mid-1960s, are now functioning in more than 100 communities, with 45,000 minority apprentices and 20,000 minority journeymen placed in the skilled trades, along with 10,000 non-skilled placements.

Similar efforts to reach out to women workers, started in 1974, have been slowed by the severely depressed condition of the construction industry, the council said, but progress continues to be made.

The council said the AFL-CIO, its affiliates and the Auto Workers can take pride in the aid they gave the NAACP when "it was nearly put out of business in 1976 by virtue of huge damages awarded by a court in a boycott case in Mississippi."

Persistence of High Unemployment Magnifies Task Confronting HRDI

Los Angeles—Uncertainty in the nation's economy and continuing high unemployment make it essential for labor to remain deeply committed to the job training and placement efforts of the Human Resources Development Institute, the Executive Council said.

With an emphasis on assisting jobless union members and disadvantaged workers, HRDI operates its programs across the country through a network of 54 offices. It also is focusing on the employment problems of veterans, women, youth, ex-offenders and the handicapped, the council noted.

Since 1973, HRDI has developed nearly 123,000 jobs and has placed almost 50,000 persons in those jobs. Job placements from October 1975 to mid-1977 included about 2,800 union members, 2,850 veterans, 177 handicapped persons and 537 women in "non-traditional" jobs.

Operating under its eighth Labor Dept. contract, HRDI works closely with AFL-CIO affiliates on a national, state and local level to assure that labor's interests are protected under the Comprehensive Employment & Training Act (CETA), the Public Works Employment Act, Community Development Block Grants and other programs.

In the past two years, the Council noted HRDI has assisted in the development of 385 programs costing more than $20.5 million. Most of the programs were funded through CETA. Of the funded programs, 275 involved organized labor, including 97 local unions affiliated with 33 national or internal unions.

HRDI also has responded to the council's concerns by initiating special emphasis programs to assist women workers, ex-offenders and the handicapped.

A number of programs involved the training and placement of women in jobs from which they have been traditionally excluded, such as security guards, diesel truck drivers, fork lift operators and auto mechanics.

Jobs programs and referral efforts were set up in cooperation with the Dept. of Defense and the Bureau of Prisons in aiding ex-offenders.

In addition to its existing program for the handicapped, HRDI has proposed that the Dept. of Health Education & Welfare conduct a pilot program in four cities. The council reported that the project will involve close coordination with state rehabilitation and veterans agencies to provide highly specialized job counseling and placement.

The institute is also active in a program strongly supported by the AFL-CIO to assure that Vietnam veterans receive the same terms of employment, working conditions and benefits as other employees on the same job.

Working with the National Alliance of Businessmen, HRDI assisted in the placement of 6,000 youths in summer jobs during 1977 through the jointly sponsored Vocational Exploration Program.

The council report also cited HRDI's continuing responsibility for the administration and fiscal management of 22 Apprenticeship Outreach programs designed to increase minority representation in the construction industry.

Since 1973, Outreach efforts under auspices of HRDI have been responsible for placing 7,515 persons in building trades apprenticeships and 1,934 as journeymen or journeymen trainees.

'Which Side Are You On?'

THE FIRST SESSION OF the 95th Congress has been a tough one for senators, representatives and lobbyists alike, and it is already clear that the second session is going to be no less grueling.

The legislative load has been heavy because of a backlog of bills that languished under Administration hostility during the Ford-Nixon years and had to be revived after the 1976 election, and also because President Carter sent a great many messages to Capitol Hill in 1977 to redeem some of his campaign pledges.

Above all, this Congress is faced with some hot issues involving sharply divided interests, such as minimum wage and labor law reform, and some fundamental public policy issues, such as energy, tax policy and welfare reform, that have spawned lengthy debates, complex parliamentary maneuvering and a great deal of agonizing among those lawmakers who prefer to straddle issues, when possible, in the hope of offending no one.

On the issues of deepest concern to labor, no such evasions have been possible. Repeated head-on collisions between the rights of workers and the privileges of employers have forced every legislator to go on record again and again with clear-cut answers to the question: "Which side are you on?"

Their answers will be remembered because millions were watching and tabulating each vote. In over 30 years on Capitol Hill, I remember no other session in which the labor movement was so united and in which so many rank-and-file union members injected themselves so deeply into the legislative process.

Given the resources that the business lobby threw into the fight to block passage of a fair minimum wage and to prevent reform of the National Labor Relations Act, this intense grass roots participation has been absolutely essential. It will remain no less vital in the second session. Business, smarting from its defeats, has pledged to gear its efforts even higher in January.

THE HALLMARK OF the 95th Congress has been the unpredictability of many elected liberals, who disregarded platform pledges and leadership pleas and voted for the most conservative proposals possible. This was especially true of members of the so-called "Watergate classes" elected in 1974 and 1976.

This chaotic situation forced the AFL-CIO to call repeatedly on its affiliates and their members for additional help in impressing on their elected officials the importance they attach to labor's legislative goals.

Part of the inconsistency is graphically illustrated in the individual voting records compiled by the AFL-CIO. Ideally, a legislator's position on any issue should be evident from the position on the final up-or-down vote. On the recent labor law reform battle in the House, however, no one could deduce a representative's true position solely from that vote. It was the votes on procedures and amendments that counted and those are the votes union members will remember.

At this halfway mark, it is not possible to make a final appraisal of the 95th Congress. The second session will complete the record. The AFL-CIO is determined to fight as hard as it can for the vital, progressive measures still to be decided and to make its judgment on the total record when the final gavel sounds.

—From "95th Congress: Which Side Are You On" by Andrew J. Biemiller in the November 1977 AFL-CIO American Federationist.

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Pillars of the Community

A Tale of Greed:

Caffeine Conspiracy Triggered Fourfold Rise in Coffee Prices

By Gus Tyler

REMEMBER WHEN the price of coffee doubled and doubled again and still kept rising and they blamed it all on the weather? Well that was a half-truth which, presented as a full truth, was really an untruth. Behind the bad weather were bad people doing their darndest to blame man's greed on God's deed.

The truth comes out in documents now in the hands of a House Agriculture subcommittee headed by Rep. Frederick Richmond (D-N.Y.). When Richmond was named to the committee a few years ago, many felt that the intense and intelligent congressman from Brooklyn was being niched away in an innocuous slot. After all, how many farms are there in Brooklyn where a tree rarely grows? But, as Richmond knows quite well, there are many consumers of agricultural products in the brawling borough, including those who drink coffee. And so he set his sights on the caffeine conspiracy.

In his digging into the 378 percent price rise on coffee in 1975-1977, Richmond uncovered a cabal of American businessmen, foreign powers, and State Dept. strategists who conspired to clear the way for the astronomical inflation of coffee costs. The story begins in 1975, when the United States went to the London coffee talks.

The original position of the U.S. Treasury Dept. was to take immediate steps to stabilize the world supply and the world price. Both were doable. The plan was to stockpile 15 million bags of beans in 1975. If that had been done, then when the crop turned bad in 1976, coffee still would have been available and, according to Richmond, "prices would have jumped only about nine cents a pound" in the year instead of nearly 400 percent in 21 months.

At the London conference, however, our spokesman backed down on this simple proposal to protect the consumer. "Consumer interests, which could easily have been served," charges Richmond, "were continually ignored and indeed subverted."

A Treasury Dept. memo tells why. "One reason the U.S. backed off . . . was the hostility of the trade." The business executives threatened they "would go to the White House and the Hill to stop any agreement with such a provision."

The State Dept. went along with the "trade" for its own reasons. It looked upon high prices as a form of economic aid to some Latin-American countries, argues Richmond. But instead of sending aid openly out of Treasury funds, the assistance was slipped through the back door: tax the coffee drinker to raise income for certain countries.

So when the bad weather came for coffee beans that meant bad news for coffee heads. A world shortage that could have been averted was now a certainty that the coffee trade could play for a killing. And it did, because as a Library of Congress study reveals "the steep rise in prices cannot be explained by the past relationship between price and supply." In plain words, even with the shortage that 378 percent leap was not justified. So who fixed the phony price?

A further dig by Richmond may come up with an answer that suggests that maybe our "free enterprise" system isn't as free as it alleges.

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A Dwindling Species, The American Sailor

Nowadays, I think sailors would have a better chance of gaining public and editorial support and official concern if they were bowhead whales, dolphins or snail darters.

Certainly there seems to be no widespread or minute reckoning of the cost of protection of those species. Our State Dept. is now energetically engaged in international efforts to give the oceans back to the bowhead whale, but cannot summon from the depths of its little heart one small twinge of sympathy or concern for that rare and dwindling species, the American sailor.

—AFL-CIO Sec.-Treas. Lane Kirkland at the Maritime Trades Dept. convention in Los Angeles, Dec. 5.

Meany Warns Convention:

Silent Business Leaders Abet Growing Attacks on Bargaining

The following is excerpted from AFL-CIO President George Meany's section of the report of the Executive Council to the 12th AFL-CIO convention.

IF PRESIDENT CARTER'S recommendations for labor law reform are passed by the Senate, employers who rely on law-breaking to defeat union organizing campaigns will lose that unfair advantage they presently have. But a labor law reform law will not organize a single worker.

There are millions of workers who want and need union representation. Organization only succeeds when the workers themselves want to be organized. What the trade union movement must do is extend the hand of brotherhood, with guidance, counsel, advice and, above all, help. And we must make certain that our assistance is timely and meets the needs of the workers who seek it, for we know that the rise in antiunion tactics by employers has brought a new breed of union-busters onto the scene—high-priced lawyers, advertising specialists, and industrial psychologists. We can defeat them, just as we defeated the earlier generation of union busting goons.

The past two years have shown increasing evidence that some businessmen, who publicly express support for the principle of collective bargaining, are in fact working covertly to subvert this institution of democracy. Employer challenges to collective bargaining have never been greater since the late 1930s.

When those business leaders, who proclaim their respect for the rights of their employees to bargain collectively, act in concert to defend such immoral lawbreakers as J. P. Stevens by seeking to gut labor law reform, we are left no alternative but to question their good word.

When business leaders engage in gutter tactics and mudslinging, promote libelous and maliciously false advertising, and provide financial assistance to the extreme right-wing hate-mongers, then we question their decency.

There is a serious and growing threat to stable labor-management relations in the United States. It does not come from unions and managements that properly represent their interest in hard, but good faith collective bargaining. It comes from those companies which place themselves above the law, and it is buttressed by those business leaders who stand silently by, or secretly encourage their corporate brethren to break the law.

When the Senate takes up labor law reform early next year, it is my hope that responsible business leaders will re-examine their positions and their tactics. Labor law reform is aimed squarely at law violators. It does not change the general rules which govern union and management conduct; rather, it is limited to protecting the rights of workers to union representation, if the majority so determines.

If major business leaders persist in defaming the labor movement, in order to protect those businesses which refuse to obey the law, it will bring into question the value of seeking greater labor-management cooperation. Without mutual trust and respect, there is no basis for cooperation.

THE PROOF THAT collective bargaining works can be seen every day. Despite a major recession and continued inflation caused by prices for food, fuel and interest rates, American workers have retained a large measure of their buying power. While the squeeze on workers' paychecks continues, collective bargaining has provided them with a mechanism to maintain their standard of living and make that essential contribution to the economy of purchasing the goods they produce.

Workers who do not have the protection of collective bargaining have fallen farther and farther behind. As inflation continues, their ability to buy goods and services diminishes, causing retail sales to drop and more jobs to be lost.

The minimum wage increase will restore some of that lost buying power, but unemployed and underemployed workers continue to lag behind—depriving the economy of the consumers it desperately needs.

The task that the delegates to this convention face is not an easy one. It is their responsibility to shape labor's program for the future, to present to the nation substantive ideas to create full employment and improve the quality of life for all Americans.

The delegates must demonstrate to the world that the American labor movement will not cower before those who would exploit or oppress workers—at home or abroad, in corporate board rooms or governmental palaces.

We shall be judged by the program we present and by the vigor with which we pursue that program. We have a responsibility to the union members we proudly represent to do just that—represent them, first as Americans and secondly as union members. That has always been the way of the American labor movement, and I am confident that it always will be.

Hold Tax Rise to Minimum:

Congress Urged to Take Best Of Social Security Fund Bills

A COMBINATION of the best features of the House and Senate versions of a Social Security bill would give the system financial soundness with only a "very small increase" in payroll taxes already scheduled.

That view was expressed in a network radio interview by Lawrence Smedley, associate director of the AFL-CIO Dept. of Social Security. Smedley said that if the House bill's loan guarantee provision and the high employer-contribution rate set by the Senate bill are part of the final measure that becomes law, tax increases could be held to a minimum. Smedley appeared on Labor News Conference, a public affairs program produced by the AFL-CIO.

The union social insurance expert predicted that the "average worker will come off reasonably well in the final bill," and that applying the employer share of the tax to a greater portion of the total payroll would not add a severe burden. Smedley said any problems that might result from the shift could be better addressed in the tax legislation that the President will propose next year.

Smedley scored assertions that the Social Security system was in danger of collapse. "There was never any real danger that the system would go bankrupt—that was a great distortion," he declared.

He said that although the AFL-CIO has taken issue with portions of both the Senate and House Social Security bills, "you have to give the Congress credit for acting responsibly in dealing with the financing problems of the Social Security system."

Smedley rejected proposals to raise the retirement age under social security from 65 to 67 or 68, saying that this would be "breaking a promise" to millions of workers who have planned to retire at 65.

"They have been paying for their social security benefits for a good part of their working life, on the expectation that they could retire at 65," he said. "Raising the age to 68 would create a very serious injustice for millions of people who would have neither adequate social security benefits nor access to a job with a decent income."

There couldn't be "a finer Christmas present for the American senior citizen and worker than for Congress to pass, and for the President to sign into law, a Social Security bill that puts the retirement security of these people on a sound basis," he said.

Reporters questioning Smedley were Rachelle Patterson, Washington correspondent for the Boston Globe, and David Prosten, assistant editor of Press Associates, Inc.

By Press Associates, Inc.

THE LOSS OF AMERICAN JOBS to imports appears to be taking hold in the public mind as a serious and growing problem. But, while the malady is coming into sharper focus every day, the prescription remains unwritten.

The problem is not a new one. Leaders of the clothing and textile unions were warning back in the early 1960s that jobs in their industry were shifting overseas. Soon after, unions in the light electronics industry uncovered a pattern of domestic plant closings which coincided with new manufacturing and assembly operations springing up in then-exotic places such as Asia and South America.

The job losses that started out as a trickle in the early 1960s quickly turned into a rushing stream and, to hundreds of thousands of American workers who lost their jobs, has long since become a flood. No one can say when it will crest or subside.

From television sets to brassieres, from steel to eyeglass frames, goods once produced by American workers are now increasingly produced overseas and shipped back to the United States to be bought by the same workers who once made them. Bought, that is, if the workers have been able to find new jobs.

With few exceptions, the jobs appropriated by foreign nations have called for relatively low or moderate technological capabilities. By big business standards, it takes little economic investment to set up a factory to stitch women's blouses or to make shoes or assemble television receivers.

In most cases, critics of U.S. trade policies are arguing, foreign governments subsidize these operations through a variety of schemes ranging from internal tax breaks to protectionist trade laws. When coupled with the poverty-level wages paid in all but a tiny handful of big exporting nations, the critics charge, the U.S. worker is left at a marked competitive disadvantage.

Nor has the American worker been aided by the rising investment of U.S. business in foreign operations and the increasing jobbing-out to low-wage countries of work traditionally done by the American workforce.

There also have been clear signs that the jobs being lost in the United States are no longer confined to the low skill and/or low technology variety—the tens of thousands of layoffs in the import-crippled U.S. steel industry can attest to that. Japan, already a major steel producer, is now threatening to use its U.S.-acquired technology to threaten American producers in aerospace, a billion dollar cornerstone of the nation's economy both in terms of domestic jobs and exportable goods.

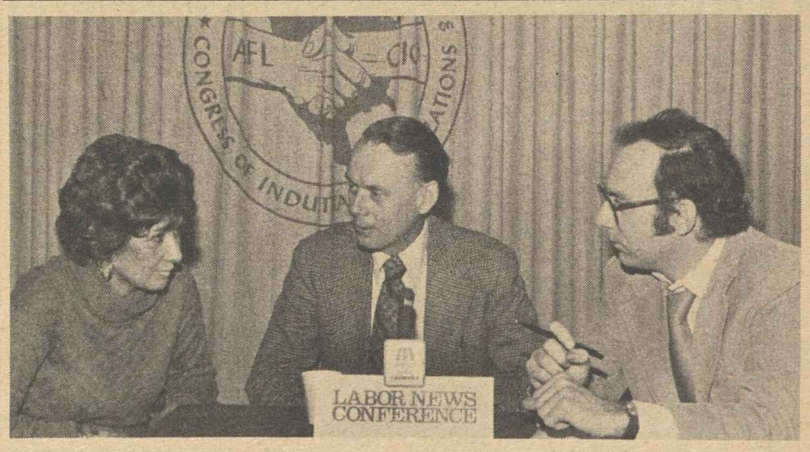
WHAT CAN BE DONE to protect American jobs? In the view of organized labor, it is time the nation re-evaluated its traditional belief in "free trade" with an eye toward a policy of "fair trade."

I. W. Abel, who recently retired as president of the Steelworkers and as president of the AFL-CIO Industrial Union Dept., pointed out in a speech before a trade and jobs conference earlier this year that other nations have taken care to protect their domestic industries.

South Korea, he said, has an embargo on American-made shoes. Japan has stopped the import of certain textiles from the United States. Fifty percent of an automobile has to be manufactured in Mexico before a car can be sold there. The Common Market nations of Western Europe limit the amount of steel they will import. The United States, meanwhile, has done little to protect its own industries.

What is needed, Abel said, is not protectionism—the U.S. always has imported goods from other lands just as it exports some of its own production, and it will continue to do so. But, Abel said, and others agree, the system will work only when everyone is playing by the same rules. It's only then that there can be legitimate competition in the international marketplace.

The world has changed over the last 30 years, organized labor is saying, and with those changes must come changes in trade laws—the rule book by which the game of international trade is played.



THE BEST FEATURES of the House and Senate versions of a Social Security bill, combined in a final bill, would give the system financial soundness with only slightly more in payroll taxes than under present law, Associate Director Lawrence Smedley of the AFL-CIO Dept. of Social Security said on Labor News Conference. Questioning him were Rachelle Patterson of the Boston Globe and David Prosten of Press Associates, Inc. The AFL-CIO produced public affairs program is aired on Mutual radio.

THE RETAIL CLERKS and the American Cancer Society announced a jointly-conducted colon-rectal cancer detection program for the more than 2,000 RCIU staff employees across the country. Dr. G. Baird Helfrich, right, a society official, shows the self-administered Hemoccult test kit to RCIU Pres. William H. Wynn. Cancer Society Pres.-elect LaSalle Lefall, Jr., is at left.

Soviet Violations Seen Flouting Helsinki Pact

Los Angeles—The 1975 Helsinki agreement, signed by the United States, the Soviet Union and 33 European nations, has not brought the hoped-for degree of cooperation between Eastern Europe and the West, the AFL-CIO Executive Council said in its report to the federation's 12th convention.

"In light of the increased violations of key sections of the Helsinki Agreement by the Soviet Union and its satellites, the necessity for a unified and strengthened NATO (North Atlantic Treaty Organization) is more apparent today than ever before," the council declared.

The Helsinki pact seemingly has made it easy for the USSR to continue its domination of Eastern Europe and its people, territory, and treasure as a base for the political subversion of Western Europe, the AFL-CIO charged.

"Secure behind boundaries guaranteed by the Western signatories at Helsinki," the council said, "there are few indications that the USSR will change its policies, or come as serious participants to the Belgrade conference." Helsinki pact signatories have been meeting in the Yugoslavian capital since last month to review compliance with the agreement.

The West's attempt to "buy" detente with Eastern Europe through massive trade and technological gifts may stir thoughts of independence but not overt acts of separation from Moscow, the council asserted. Overall, the trade and aid have brought handsome economic reward to Western traders with few, if any, benefits to the workers of the East or West, the AFL-CIO observed.

"It has permitted the dictatorships of the East to piece together economies largely supportive of a military machine whose allegiance to Moscow cannot be doubted," the council added. "This economic largesse also helps the Soviet Union to support foreign political parties abroad, including the so-called national Communist parties in Western Europe."

The Executive Council said that while the United States has been decreasing its military expenditures at an annual rate of 3 percent, the Soviet Union continues to increase its military expenditures at an annual rate of 3 to 4 percent, a trend leading to a shift in the balance of military power and preparedness favoring the USSR that constitutes "an unequaled threat to world peace and the viability of democratic governments, institutions, and values throughout the world."

Noting that President Carter decided to abandon the B-1 bomber program, which the AFL-CIO had supported, the council observed that Congress may make more efforts to restore funding for the program. Meanwhile, the council pointed out, the President has expanded the Cruise missile program and continued development of the neutron bomb, which will be an important defensive weapon for NATO.

In other foreign policy areas, the AFL-CIO said that the March 1977 elections in India provided a ray of light and hope to millions of oppressed and exploited people.

"But, the developments in India are, unfortunately, the lonely bright spot in a region where crushing poverty and massive populations are compounded by totalitarian rule, Communist aggression and petty dictators busily enriching themselves through tyranny, exploitation, and repression," the council said.

"Labor movements throughout Asia, with few exceptions, suffer under government decrees denying them the right to strike and to organize and effectively represent their members."

The council reaffirmed the federation's support of free trade unionists throughout the world. While not always happy with developments in Africa, it observed, the American labor movement has consistently demonstrated that it will be at the side of free unions in any legitimate dispute.

In Latin America, where today there are only a few countries that can be described as democracies, the AFL-CIO has repeatedly demanded the restoration of trade union rights and freedoms in nations that have denied such rights.

The council also reiterated the federation's position regarding the International Labor Organization, supporting U.S. withdrawal from the United Nations agency until it returns to its original principles.

Paperworkers Ratify Vicksburg Contract

New York—The Paperworkers ratified a new two-year agreement with the International Paper Co. at the firm's Vicksburg, Miss., container-board mill, ending a strike that began on Oct. 17.

The settlement, approved overwhelmingly by the 200 hourly workers involved, provides wage adjustments totaling 12.3 percent the first year, and 10 percent the second.

Key to Future Well-Being:

Balanced Energy Program Termed Critical for Nation

Los Angeles—America must formulate a balanced national energy program keyed to conservation, the wider use of more plentiful domestic resources and less dependence on foreign oil suppliers, the Executive Council declared in its report to the convention.

The nation's well-being for years to come will be determined greatly by the way the problem of meeting the energy needs of the economy is handled, the council warned.

Because America's dependence on foreign oil has grown in recent years, the council said, the nation is now more vulnerable to an oil embargo than it was in 1973.

In 1972, oil imports constituted 29 percent of domestic consumption. Last year, foreign oil accounted for 42 percent of U.S. consumption.

With the continuing upward trend, imports in 1977 are expected to equal domestic production. And in coming years, the council warned, the United States is expected to rely even more on oil imports.

The council pointed out that the steady rise in oil imports has been accompanied by an increase in prices as the cost of imported crude climbed from $3.35 a barrel in 1972 to $10.54 in 1976.

The higher price, which the council said is largely the result of cartel actions by the oil producing nations, caused the United States to pay $40 billion more for oil last year than it did in 1972.

"The cost to consumers was considerably greater as the effect of oil prices rippled through the economy," the council noted.

"Nevertheless, the nation stumbled along in the years since the Arab embargo without enacting a comprehensive energy program."

President Carter's proposals, now before Congress, are not the total answer to the serious energy situation, the report stressed.

When the Administration unveiled its plan in May, the council concurred with the basic objectives of the President's program. But it also took issue with Administration's pricing and taxing proposals, suggesting that they would in effect let OPEC nations set U.S. consumer prices.

"The attempt by the Administration to raise domestic energy prices to or near the world level would have an extraordinary inflationary and recessionary impact," the council warned.

Higher fuel prices have the severest impact on low-income families, the council pointed out, noting that the poorest 10 percent of American households spend 29.8 percent of their income on energy, while the richest families spend only 4.2 percent.

And even though domestic prices for oil and natural gas were increased in recent years, the council noted, production and reserves have declined.

"Clearly, higher energy prices hurt the poor, benefit oil companies and do little to develop additional supplies."

Oil and natural gas, which furnish 75 percent of the nation's energy needs, are declining resources, the council said.

"While no single source of energy represents the ultimate fuel, it is clear that coal and nuclear power are the ones the nation must depend on in the immediate future to fill the gap left by diminishing oil and natural gas supplies."

The nation can achieve increased production of coal and nuclear power without endangering the environment, the council said. It noted that the AFL-CIO has for decades strongly supported efforts to protect and restore the environment.

With effective safeguards, the nation can have a clean environment without sacrificing economic growth, full employment and its energy goals, the council stressed.

It also rejected what it called false claims by employers who contend that environmental controls would lead to massive worker layoffs, plant shutdowns and economic stagnation.

Safeguards against environmental blackmail by industry have been on the AFL-CIO agenda in Congress for more than a decade, the council noted. Such measures were incorporated in the Toxic Substances Act of 1976 and are presently in the Clean Air Act amendments awaiting congressional action.

Employer claims of adverse economic impact have been grossly exaggerated, the council said. According to the Environmental Protection Agency's records, there have been only 90 plant shutdowns between 1971 and September 1976 resulting from stricter pollution controls. The shutdowns involved the jobs of 19,500 employees in four industries—primary metals, pulp and paper, chemicals and food.

But pollution abatement programs also have created additional jobs throughout the country with the construction of new sewage treatment plants, the manufacture of pollution control equipment, and through the operation and wider use of the equipment and the plants, the council noted.

Labor Pressing Efforts to Combat Community Ills Confronting Workers

Los Angeles—Abuse in America's for-profit nursing homes is one of the multiple problems faced by workers in their communities, the AFL-CIO Executive Council reported to the convention.

The council also reported on labor's efforts to aid the victims of alcoholism, juvenile delinquency, the criminal justice system and substandard community health services.

The nursing home project, undertaken at the direction of the Executive Council in February 1976, led to investigation of 128 nursing homes in 20 communities.

"The findings were shocking," the council reported, leading to the conclusion "there is no place for the ethics of the marketplace in programs designed to meet human needs."

The council described alcoholism as "one of the major diseases confronting the country and affecting our members and their families." Education, counseling, treatment and prevention centers have been opened in eight major cities through joint labor-management committees, it was noted.

The labor involvement in criminal justice improvements is coordinated through the National Council on Crime & Delinquency and the Law Enforcement Assistance Administration, the council reported.

Under one program, 200 parolees have been aided in job placement in Des Moines, youngsters were "diverted from the criminal justice mills" in such cities as Portland, Ore., and Fort Worth, Tex., and 900 persons in the Cleveland area were counselled on problems with drugs, alcohol and arrest records, the council reported.

On the national scene, the council cited a major success in turning back an attempt by the Nixon-Ford administration to exclude the children of strikers from the food stamp program and two consumer improvements—repeal of the so-called "fair trade" laws and extension of anti-discrimination provisions in credit regulations beyond sex and marital status.

The council noted, however, that a major setback was suffered in consumer affairs in the defeat of the Consumer Protection Agency legislation. That loss was attributed to the same combination of Chamber of Commerce, Business Roundtable and National Association of Manufacturers which makes periodic assaults on the food stamp structure.

The council also observed with irony that some of the health and welfare agencies which "support public assistance against hunger and starvation" are sometimes quite insensitive to the basic human rights of their own employees to union organization.

One positive development, the report said, was a resolution by the National Assembly, a federation of 37 national voluntary health and social welfare organizations, calling on its member agencies "to respect the right of their employees to join unions of their own choosing for the purpose of bargaining in good faith."

The council also reported on the progress of the "human contract" which it described as a delivery system for providing social services to union members on problems not covered by the union agreement, and a quality entertainment program undertaken for the "enrichment of the lives of workers beyond the plant gate."

'Minimal Results':

Weaknesses Beset U.S. Trade Policies

Los Angeles—Federal laws dealing with international trade and investment have been ineffective in coping with growing trade deficits and the resulting loss of American jobs, the Executive Council reported to the convention.

"Dumping suits, countervailing duty petitions, escape clause actions, charges of unfair competition — all promised in the Trade Act of 1974—had minimal results" in protecting U.S. employment and economic growth, the council said.

The weaknesses of such half-measures are well-documented, the council said, noting the projected record balance of payments deficit of $30 billion this year and the failure of U.S. manufacturing employment to even approach pre-1974 recession levels.

The heart of the foreign trade problem in the 1970s, the council reported, was that "multinational enterprise — both U.S. and foreign-based — dominated the picture," while trade policy still assumed a world where independent nations and corporations "compete at arm's length."

Many nations consequently subsidized their own export industries in direct and indirect ways while the United States adopted a substantially "free trade" approach to the problem which put domestic producers at a competitive disadvantage.

Those few policies that the U.S. government has actively pursued on international trade have often worked to encourage imports. The council cited as examples the lifting of tariffs on 2,700 products from 140 nations in 1976 and insurance offered to U.S.-based multinationals by the federal Overseas Private Investment Corp. Similar insurance protection is not made available to firms doing business in the states.

The council listed several other economic and government policy decisions which have exacerbated the trade problem, including increased direct investment by U.S. firms in other nations, Export-Import Bank loans that encourage foreign investment and the loss of domestic jobs, and the devaluation of the dollar.

Surveying the last decade, the council noted that since 1968 the ratio of imports to total U.S. output has doubled, from about one-tenth to more than one-fifth.

During the first half of 1977, the report continued, this growing import trend accelerated, up 28 percent from the first half of 1976 while exports grew at only a 7 percent pace.

The council observed that the U.S. trade balance shifted into a deficit in the early '70s for the first time in this century, and adduced several specific factors in the imbalance.

Although the fourfold increase in imported oil prices accounts for a portion of the problem, the council said, imports of manufactured and capital goods have also increased massively in the past ten years. Also, exports have not risen nearly as fast as imports, even discounting the impact of oil, the report said.

The council added that the Carter Administration has "showed some signs of changing policy" on international trade with the resumption of multilateral trade negotiations in Geneva, negotiations on sugar imports, and limited actions on color television receivers and shoes.

The Administration's support of cargo equity legislation was applauded by the council, as was President Carter's move in appointing a new special trade representative, Robert Strauss.

But the council emphasized that the United States had the highest unemployment levels of any industrial nation throughout most of the '70s, and said that "strong U.S. national government action" and regulation are still necessary to remedy the international trade component of joblessness.

The council observed that other industrial nations have recently established bilateral and occasionally unilateral restrictions on trade. The report cited the Japan-Common Market agreement on steel export restraints and British moves aimed at Japanese cars and television sets as examples of such actions.

FIRST OFFICIAL PICTURE of the National Labor Relations Board since John H. Fanning became chairman shows Fanning seated and, left to right, Members Howard Jenkins, Jr., Betty S. Murphy, John A. Penello, and John C. Truesdale. Fanning, in his fifth term, was designated chairman by President Carter, and sworn into office last month. He replaces Mrs. Murphy. By the completion of his present term in 1982, Fanning will have served on the board for more than half the period the National Labor Relations Act has been in existence.

Carter Commitment Strengthens Effectiveness of Job Safety Law

Los Angeles—The prospects of achieving fair and effective job safety enforcement for the nation's workers are vastly improved with the expressed commitment of the Labor Dept. under the Carter Administration, the Executive Council said in its report to the convention.

It is a welcome development after six years of attacks on the federal law by the Nixon and Ford administrations, radical conservatives and the business community, the council observed.

The cornerstone of the new policy was laid earlier this year by Labor Sec. Ray Marshall and Assistant Labor Sec. Eula Bingham, director of the Occupational Safety & Health Administration.

The new direction OSHA is taking should be an effective weapon against serious health hazards on the job without sacrificing the emphasis on needed safety programs, the council report said. It also should deal equitably with the legitimate complaints of small business covered by the act.

The AFL-CIO will fully cooperate with the implementation of the policy, the council pledged.

But it warned that progress toward these goals must be backed up by an adequate budget for OSHA and the National Institute for Occupational Safety & Health.

It also called on President Carter to lift the crippling requirement for economic impact statements before OSHA can effectuate needed safety and health standards.

Additional roadblocks to effective standards implementation have been set up by the Office of Management & Budget and the Council on Wage & Price Stability, the council said.

It pointed out that OMB's order directing OSHA to fall back on the use of consensus standards wherever possible would result in inadequate regulations, rather than those that are vitally needed to protect the lives of American workers.

In the past six years, OSHA has implemented only 14 permanent safety and health standards, and only the coke oven standard has been put into effect since 1975.

The new OSHA administration has proposed several new standards, including needed protection against the hazards of lead, sulfur dioxide and cotton dust. But OSHA's temporary emergency standard for curbing worker exposure to benzene is being challenged by industry in the courts, the council noted.

Meanwhile, a suit brought by labor is awaiting a hearing in federal court challenging OMB's requirement of economic impact statements on proposed standards.

The labor movement's increasing emphasis on safety and health has accelerated an expansion of its own programs, the council said. Several unions have added safety specialists to their staffs, including industrial hygienists, to carry out the programs.

Unions also have been assisted by grants from OSHA and NIOSH to train workers and obtain needed information on the hazards of exposure to dangerous substances on the job. The council's report pointed out that the George Meany Center for Labor Studies has expanded its courses in job safety and that the federation's Dept. of Education, in cooperation with universities and colleges, has set up regional programs on health and safety.

In addition, the AFL-CIO is now working on plans for the establishment of an occupational safety and health institute, the council reported.

Despite the growing need for improved worker protection on the job, OSHA remains under continued attack, the council noted.

"Each year scores of bills are introduced in Congress to emasculate or wipe out OSHA, and efforts are made to add language to the Labor-HEW appropriations weakening enforcement," the statement said.

Amendments to appropriations bills in the last two sessions of Congress severely curbed OSHA enforcement authority for workplaces that employ 10 or fewer workers, the council noted.

3 Major Mergers Cited Since Last Convention

Los Angeles—Three mergers of AFL-CIO affiliates were completed since the last convention, a new union was chartered, a new AFL-CIO department was formed and another reactivated.

The Executive Council report to the convention noted the merger of the Clothing Workers with the Textile Workers on June 2, 1976, into the Amalgamated Clothing & Textile Workers union; the merger of the Pottery Workers into the Seafarers last year, and the merger of the Boot & Shoe Workers into the Retail Clerks effective last Sept. 1.

In addition, the council reported on its chartering of the American Federation of School Administrators at its February 1976 meeting. It noted that the group had grown since its formation in 1971 to some 9,000 members with representatives in 35 states.

The council also welcomed the reactivation of the Food & Beverage Dept., which had been dormant since 1965, and approved the request of the Council of AFL-CIO Unions for Professional Employees for the establishment of a new AFL-CIO trades department in that field to be known as the Dept. of Professional Employees.

One affiliate—the Air Line Dispatchers—voted to dissolve as of last Mar. 31 and to affiliate with the Air Transport Division of the Transport Workers. The union had been an affiliate of the AFL-CIO and the former AFL for more than 30 years.

Three name changes of affiliates were approved since the last convention: the Bricklayers, Masons & Plasterers International Union of America to "International Union of Bricklayers & Allied Craftsmen"; the Retail Clerks International Association to "Retail Clerks International Union," and the International Association of Marble, Slate & Stone Polishers, Rubbers & Sawyers, Tile & Marble Setters, Helpers & Terrazzo Helpers to "Tile, Marble, Terrazzo, Finishers & Shopmen International Union."

Enlarged Studies Center Running Near Capacity

Los Angeles—The 47-acre George Meany Center for Labor Studies in Silver Spring, Md., has been enlarged and reconstructed and is currently operating at near full capacity, the Executive Council reported.

Since the 1975 convention, the center has hosted multi-union institutes, workshops and assorted programs for more than 3,000 full-time officers, representatives and staff members of AFL-CIO affiliated unions.

Twenty-two unions have used the center for training programs over the past two years. In the center's regular curriculum, classes on collective bargaining and grievance arbitration have been the most popular courses, the council said.

The center sponsors special programs for executive officers, civil rights designees, safety directors, building trades business agents, research economists, union editors and women's movement activists.

The council reported that grants from the National Endowment for the Arts have helped to finance the center's fine arts and performing arts programs, while the center offers a continuing series of art exhibits, paintings, sculpture and photography by American artists.

The report also noted the opportunity for full-time union officials to study for a college degree in labor studies at the center while working. The bachelor of arts degree is granted by Antioch College.

The center makes available numerous other programs, the council reported, among them courses for newly-appointed staff members or representatives of AFL-CIO unions and a course in advanced labor studies for staff members in high-ranking positions.

The council also noted that it had established a committee to explore creation of a labor archives at the center.

Central Bodies Show Decline In Affiliations

Los Angeles—Affiliation of local unions with state and city central bodies declined since the last convention, the Executive Council reported.

Since mid-1975, the number of local unions affiliated with AFL-CIO state central bodies dropped from 26,301 to 24,991 with a resulting decline in the number of affiliated members from 8,020,204 to 7,375,223, a net loss of 644,981.

The council observed that while most of the affiliation losses can be attributed to high unemployment in the industrial states, "lack of consideration for the responsibilities of state and local central bodies by many local unions in all parts of the country also contributed" to the drop.

It cited the role of central bodies in support of voter registration and education and in building the grass roots movement behind such national legislative goals as Hatch Act revision, minimum wage improvements and labor law reform.

"It is apparent," the council said, "that the downward trend in affiliation with state and local central bodies must be reversed in order to retain viable organizations that can be relied upon to carry out the function, programs and activities of the federation at state and local levels."

As of last June 30, there were 50 state central bodies, one commonwealth central body and 745 local central bodies in existence. Over the previous two years, 12 central bodies were issued charters, six were merged to form three, nine were disbanded and 15 amended charters were issued.

CRAFTSMAN OF THE YEAR award is presented to Clement Kilia, second from left, a member of the Plasterers, at the Building & Construction Trades Dept. convention in Los Angeles. Joining in the presentation ceremony were BCTD Vice Presidents William Sidell, left, and Joseph T. Power and President Robert E. Georgine. Kilia shared annual award with Robert E. Zehner of the Painters. The award is sponsored jointly by the BCTD and the American Institute of Architects.

'Dubious Tax Schemes' Tied to New Loopholes

Los Angeles—The AFL-CIO reaffirmed its opposition to "dubious tax schemes" which, in the name of job-creation incentives, provide windfall benefits for corporations, erode the nation's tax base, create new tax loopholes, and sacrifice federal revenue that could be used for direct job creation.

"The federal income tax system is overloaded with tax avoidance opportunities for wealthy individuals and business, leaving working people to pay more than their fair share, diminishing confidence in government and shortchanging public investments," the Executive Council said in a report to the federation's convention here.

A recent Treasury Dept. study of 1975 tax returns of high-income individuals, for example, showed that 230 individuals with incomes of $200,000 or more paid no federal income tax whatsoever, the council noted.

A congressional report on the taxes of 148 large U.S. corporations showed that in 1975, eleven companies paid no federal income taxes on a combined net income of $1.1 billion.

The corporate share of the federal income tax has dropped from over 40 percent of the total in the early 1950s to less than 35 percent in the 1960s and only 24 percent in 1976, the council pointed out.

It charged that the continuing failure to end the tax preferences and special privileges for wealthy individuals has been a major factor in undermining confidence in government and has impeded the federal government's role in promoting economic growth and social progress.

Two major tax measures enacted since the AFL-CIO's 1975 convention corrected only a few of the more flagrant tax abuses, the council said. The only notable progress toward tax justice achieved by the 1976 Tax Reform Act were the reforms in the estate and gift tax laws, the report noted.

The 1976 legislation did trim some other loopholes that have been on the federation's tax justice agenda. The capital gains preference was trimmed slightly and the Domestic International Sales Corporation (DISC) gimmick providing special tax avoidance benefits for profits made on exports was cut back. But the legislation widened a number of loopholes, the AFL-CIO said.

The key provision of the Tax Reduction & Simplification Act was an increase in the taxpayer's standard deduction. Because payroll withholding schedules are related to the standard deduction, as of last June 1 when the new schedules went into effect, all workers received a reduction in the amount of taxes withheld from their wages.

"But most received no tax cut at all," the council noted. "As a result, upon filling out their 1977 tax returns, many will find they owe more money or their refund will be smaller—the tax cut an illusion."

To Re-Elect Friends:

'78 Elections Pose Challenge to COPE

Los Angeles—Labor's political arm had a big year in 1976, the Executive Council reported to the convention, with COPE's overall winning percentage topping 71 percent for the first time.

But all that, the council warned, makes it tougher for 1978, when "labor will face a difficult challenge in helping to re-elect its friends."

The council noted that COPE's presidential candidate won, as did 19 of the 28 Senate candidates it supported; 262 of 365 candidates endorsed for the House, and 9 of 14 for governor. That's a total of 290 out of 407, or 71.5 percent, which the council termed "an astonishing result considering the massive Democratic gains of 1974 and the slimness of the presidential victory."

The 1974 results were COPE's first experience over the 70 percent mark, at 70.5 percent of 455 candidates endorsed, while the previous five election years had run 59 percent for COPE-endorsed candidates in 1972, 60 percent in 1970, 56 percent in 1968, 51 percent in 1966 and 67 percent in 1964.

The council singled out seven factors contributing to the success story—registration, education, voter participation among union members, special programs, manpower, funding and operations of COPE support groups.

It was noted that voter registration was approximately 70 percent nationwide, but nearly 80 percent among union members. Similarly, the nationwide voter turnout was 54.4 percent of all eligible voters, but 65 percent among union members.

The council said that "instrumental in the victory to a degree beyond past years was the COPE computer program. It helped produce approximately 6 million new registrations among members and their families.

"The names of more than 12.5 million members in 45 states, with political data, were in the computer, which produced more than 50 million print lines," the council said. This helped expedite mailings and produced "the most vital of all political tools — accurate precinct working lists."

In addition, the council cited the recruiting, training and deployment of volunteers by COPE Volunteers in Politics, previously known as the Women's Activities Dept.

"In addition, the efforts of support groups provided important backup in registration and get-out-the-vote programs," the council said, citing the work of Frontlash among youth, A. Philip Randolph Institute in the black community, the Labor Council for Latin American Advancement (LCLAA) in the Latino community and Concerned Seniors for Better Government among union retirees.

The council noted that the 1974 elections were a "glaring exception" to the usual political rule of thumb —that the party in control of Congress loses seats in mid-term elections. They cautioned that such an event is unlikely to occur again in 1978.

State Legislative Gains Buck Stiff Opposition

Los Angeles—Central labor bodies achieved significant gains in all areas of state legislation in the past two years in spite of well-financed opposition from business and conservative groups, the AFL-CIO Executive Council reported to the federation's convention.

Thirty-four state legislatures modified existing laws governing collective bargaining for state or local public employees. Increased state minimum wage levels were enacted in 15 states. Twenty state bodies reported changes in various sections of their worker safety laws. And forms of consumer legislation were considered in practically all states.

In perhaps the most technical and time-consuming areas of state legislation involving central body participation—unemployment compensation and workers' compensation — AFL-CIO affiliates found that employer opposition has risen to new levels in the past two years, the council report said.

"States are being pressured to enact punitive rules and regulations for their unemployment insurance programs at a time when record numbers of unemployed workers most need protection," the council observed.

Several states considered revisions of voter registration requirements since the AFL-CIO's last convention. Most notable were reforms that permitted registration by mail. In 1975, Iowa, New York, Oregon, Tennessee, and Utah enacted mail voter registration. Last year, legislatures in California, Delaware, the District of Columbia, Kansas, Montana, Pennsylvania, and Wisconsin implemented mail registration for the first time.

"Due to the lateness of implementation and unavailability of forms in many states, however, the full potential of registration by mail was not tested adequately in 1976," the report said.

In five states, supporters of so-called right-to-work laws instigated major campaigns in the last two years. After an absence of 20 years, the open-shop law returned to Louisiana. Efforts to pass RTW laws also were made in Idaho, New Mexico, Colorado, and Texas, but failed.

Action on the Equal Rights Amendment took place in no less than 15 states. Indiana passed ERA this year, but conservative groups blocked it elsewhere.

In the area of public-employee bargaining rights, the council observed that while progress is being made, opposition to substantive collective bargaining legislation from several ultra-conservative groups is on an upward trend.

NLRB to Establish Office in San Diego

The National Labor Relations Board will open an office in San Diego, Calif., early next year to relieve the pressure of an increasing caseload on its Los Angeles office.

The new office will handle the more than 400 cases currently being filed annually from San Diego and Imperial counties with the Los Angeles office, NLRB said. The San Diego office will be headed by a resident officer operating under the supervision of Region 21 Director Wilford W. Johansen.

New Pension Protection Still Short of Potential

Los Angeles—Implementation of the nation's three-year-old pension reform law has been hampered by short-sighted regulations and the inability of the Labor and Treasury Departments to get together in their dual responsibility of administering the law, the AFL-CIO Execuive Council declared.

Thus far, the council observed in its report to the convention, the Employment Retirement Income Security Act (ERISA) has not met its full potential, even though the final law was not what the AFL-CIO had hoped and worked for. Still, it was a major step toward protecting workers' pensions, the council said.

ERISA provides for unprecedented federal protection on participation, vesting, funding, reporting and disclosure, the council noted. It also provides for strict fiduciary standards for plan administrators, and guaranteed payment of benefits should plans be terminated without adequate funds.

"In short," the council said, "ERISA strengthened benefit protections and rights, and created an awareness among pension and welfare plan fiduciaries of their responsibilities to participants and beneficiaries."

But in the three years since enactment, the council said, many regulations needed to fully implement the law have not been issued and some of the rules now in effect have proved unsatisfactory.

The report said that the friction between the Labor and Treasury Departments resulting from dual administration continue to be a problem, particularly in dealing with prohibited transactions.

"The implementation period has also revealed a number of defects in the law that cannot be resolved by administration and will therefore require remedial legislation," the council said.

It voiced concern over the failure of Congress to cover pension plans of state and local government workers and on the need to improve termination insurance protection.

Another concern is over the banning of certain legitimate transactions in multiemployer plans that would benefit the participants and beneficiaries.

Bargaining Institute To Honor Raskin

New York—Veteran labor writer A. H. Raskin will receive an award here on Jan. 17 for distinguished service to collective bargaining by the Institute of Collective Bargaining & Group Relations.

Raskin, who is retiring from the Times at the end of this year after 43 years, will be honored for his four decades of "objective reports on labor-management developments and his critical assessments of their meaning to the community."

Upon his retirement, Raskin will become editor of the Journal of International Labor Affairs, a new Labor Dept. quarterly covering worldwide activities affecting labor.

Recession Dogs Workers:

Pay Catch-Up Keys Bargaining Trends

Los Angeles—Union workers, still suffering from the worst economic mess since the 1930s, are catching up slowly and protecting themselves from future hardship through the collective bargaining process, the Executive Council observed in a report to the AFL-CIO convention here.

But high unemployment and sagging purchasing power continue to dog the average worker, the council said. True unemployment is near 10 percent when discouraged workers and involuntarily employed part-time workers are counted, and real income after taxes for the average industrial worker is essentially at the same level that it was in 1965.

To protect their members against the ravages of inflation and the threat of unemployment, unions have placed increased emphasis on cost-of-living escalator clauses and job and income security protection, the council noted.

"Cost of living clauses now cover a majority of workers under major collective bargaining agreements," the council said in a statement. In addition, long-term job security plans are being designed to protect both jobs and income, and holidays, vacations and early retirement have been improved to decrease time on the job so that more workers can find employment under much better working conditions.

"During the last few years, collective bargaining has proved itself able to provide some protection for the American worker during these trying times of high unemployment and ever-increasing costs," the council said.

In the area of wages, the council noted that as the rate of inflation has slowed since last year, so has the rate of negotiated wage increases. It pointed out that the estimated value of the first-year wage settlements in major collective bargaining agreements in 1975 averaged 10.2 percent while in 1976 the level dropped to 8.4 percent.

The value of the agreements when measured over the contract term also decreased, dropping from an average of 7.8 percent per year in 1975 to 6.4 percent in 1976, and this declining trend has continued in 1977, the council said. During the first half of 1977, the first-year value of major agreements increased wages an average of 8 percent while their total annual value over the term of the contract increased 6 percent.

What is more, negotiated wage gains have been eroded by the most rapid inflationary period in this century, the council observed. Consumer prices rose 11 percent in 1974, 9.1 percent in 1975, 5.8 percent last year, and at an annual rate of 8 percent during the first half of this year.

"The average union worker has done far better than the non-union worker, but workers generally have lost ground in terms of their relative standard of living," the council said. "Workers and their families need greater real income to regain their previous standard of living."

Recent negotiations in steel and aluminum have tied together such job and income security improvements as more extensive supplemental unemployment benefits, higher relocation allowances, basic guarantees on wages and earlier retirement opportunities, the council noted.

Paid time off the job has been improved through negotiations to expand the job opportunities for workers laid off and others unemployed. Vacations have steadily improved so that many senior workers can now look forward to a six-week paid vacation.

Early retirement has become a part of the income security option. The benefit level of normal retirement continues to improve. Improvements in health insurance plans have taken place despite soaring medical costs, and prepaid legal insurance is being negotiated as any other fringe benefit.

ENTERTAINMENT UNIONS held a rally in New York to demonstrate support for J. P. Stevens workers fighting for their right to organize—and for the labor movement's boycott of the company's products. In top photo, Marva Watkins tells how she was fired from her job at a Stevens plant in Montgomery, Ala., because of her union activities. At right, actors Werner Klemperer, Howard Da Silva and Sandy Dennis are among those listening intently. The rally was sponsored by the Associated Actors & Artistes, and was opened by its president, Frederick O'Neal, who is also an AFL-CIO vice president.

Mortage Trust Wins Growing Union Support

Los Angeles—The investment of union pension and welfare funds in construction financing and mortgage loans is a vital source of capital to help meet the nation's housing needs, the Executive Council said.

While noting that the Carter Administration's housing policy is a welcome improvement over the Nixon-Ford approach, the council stressed that additional money must be channeled into the economy to increase production, living standards and job opportunities.

It pointed out that the same pension funds that provide financial security for union members in their retirement years can also contribute to improving the quality of life for workers now through investments in housing and jobs.

The council noted that pension fund managers in the past relied heavily on the stock market for investments. But with the decline of the market in recent years, many pension and welfare programs have turned increasingly to investments in construction financing and permanent mortgage loans.

The council said in its report to the convention that an increasing amount of union funds is being channeled into housing construction through the AFL-CIO Mortgage Investment Trust.

The trust is presently financing 31 separate loan projects throughout the country, including a number of low- and moderate-income housing developments, representing $91 million in union-built construction.

The trust was established in 1964 as an investment vehicle for all AFL-CIO affiliates and qualified labor-management welfare and pension funds.

As of mid-1977, investments in MIT amounted to $72 million, an increase of $12 million from July 1, 1975. Current participants include 35 national and international unions, 68 state and local central bodies, four building trades councils and AFL-CIO headquarters funds.

The council also reported that participants have averaged a return in their investments in excess of 8.5 percent. Earnings are distributed semi-annually.

Revitalization of Older Cities Held Essential to a Healthy Economy

Los Angeles—Urban decline and unemployment go hand in hand, the Executive Council reported to the convention, and the nation's economy isn't going to be well until the deterioration of older central cities is halted.

Revitalization of the cities is particularly important to American workers, the council said, because the base for private industry, and prospective jobs for the unemployed and for public workers are affected.

Also at stake are declining property values for workers who live there, the council said.

The story of urban decay is told in the slowness of recovery from the depths of the recession in September 1975, it was pointed out. At that time 135 central cities were recorded as having "substantial" unemployment of 6 percent or more, up from just 59 in 1974.

Almost two years later, in May 1977, that number of cities still hung at 101, the council noted.

Other symptoms of the urban scene aren't much more encouraging, the council reported:

- Some signs of improvement in state and local finances meant that by mid-1977 receipts were exceeding outlays—but that was accomplished at the price of a severe cutback in services.
- Prices of newly constructed homes jumped 102 percent between 1970 and 1976, so that by the end of 1976 a family needed 31 percent of its after-tax income for housing costs, up from 26 percent just three years before.
- A labor-supported bill extending the federal mass transit program for five years would provide $8.5 billion in operating assistance and capital grants, but the AFL-CIO already estimates that real development and maintenance needs over the next five years will require increased authorization levels.

At the core of the problem is jobs, the council said, and it cited the four parts needed for a coordinated, rational jobs creation policy: public service employment, comprehensive employment and training, countercyclical revenue sharing and public works.

Meanwhile, the council pointed out, the federal government continues to miss chances to get started—such as letting the New York fiscal crisis linger until it affected the entire municipal bond market, "and missing opportunities to directly affect the declining economies of the Northeast and Midwest through its procurement policies and the location of federal facilities."

The "solving" of urban budget problems, the council said, had been accomplished "through severe restraints on expenditures, including hiring and pay freezes, layoffs and cutbacks in activities."

All this, the council noted, indicated "the problems of state and local governments which became critical during the 1975 session were far from over." And the financial picture is particularly bleak when it is noted that federal Comprehensive Employment & Training Act (CETA) programs provided almost the only growth in employment—up 2 percent in 1976 compared to a postwar average of 4.5 percent.

The total federal grants to state and local governments were up from $59 billion in 1976 to $70 billion in 1977, the council noted, and the local governments' total budgets of $155.5 billion in 1976 were up 10 percent over the previous year. But that $155.5 billion figure is still $27 billion behind the potential full employment budget, the report noted.

Income taxes—on both individuals and corporations—are now providing 21 percent of state and local revenue, up from 16 percent five years earlier. But the sales tax share is also up—21 percent in 1976 compared to 19 percent five years before. Property taxes had declined from providing 41 percent of tax receipts in 1971 to 36 percent in 1976.

The council said that as a result of the cities' need of jobs and tax base in competition with other areas, "many business groups have virtually blackmailed local communities into giving them tax breaks and special privileges as the price for staying."

In housing, the nation needs 2.5 million new starts a year, the council reported, but it has come up 2.5 million short in just the three years of 1974 through 1976.

And the net result of the runaway in housing costs, the council said, is inevitably a reduction in the number of qualified purchasers.

For those who do get into the market—when even existing homes have increased 73 percent in cost between 1970 and 1976—there is always the danger of over-extended purchases since the housing share takes a bigger and bigger bite of the family budget.

"A significant factor in producing high monthly housing expenses that exclude most moderate-income and middle-income families from home ownership is the current range of 8.5 to 9 percent mortgage interest rates," the council said. It noted that the 1976 improvement in the new homes market "was sparked . . . by below-market interest rate federal tandem plan financing."

SCREEN ACTORS GUILD presented its 1977 award to Jimmy Cagney for "fostering the finest ideals of the acting profession." His sister, Jeanne, at left, accepts the award from SAG President Kathleen Nolan.

Federal Inaction Slows Gains in Benefit Laws

Los Angeles—A trend toward improved state workers' compensation and unemployment insurance laws has been notably slowed since it became obvious that Congress isn't on the verge of enacting significant minimum benefit standards.

The Executive Council report noted that improvements in state injury compensation programs and support for further advances "waned precipitously as soon as the 94th Congress adjourned and the prospect of federal legislation was removed."

Despite the improvements, the council stressed, not a single state has a compensation program that meets all 19 major recommendations that a national commission proposed in 1972. And only three states have met as many as 16 of them.

The lack of voluntary compliance was no surprise to the AFL-CIO, the council observed. At the time of the 1972 report, which proposed an interim period for states to act on their own, the AFL-CIO was skeptical.

"We urged the Congress to take immediate action because we knew, based on past experience, that without federal legislation the states would not take the necessary action."

On unemployment compensation, the Executive Council's report noted that the severity of the recession has put a heavy financial strain on the system and brought about an assortment of stopgap federal legislation.

The council report included these comments:

"Due to prior congressional neglect, state inability or unwillingness to properly finance the program and employer insistence on ever-lower tax rates, the system was unable to meet the demands placed on it. . . .

"This bleak financial situation forced a halt to improvements in almost all state unemployment compensation legislation."

The 1976 legislation enacted by Congress extended coverage to 9.1 million workers, including agricultural employees on large farms, many household domestics and most state and local government workers.

The employer payroll tax which finances the program was raised, and a national commission was established to make recommendations for further improvements.

Congress also voted to phase out a recession-added period of federal supplemental benefits for the long-term unemployed. In effect, it reduced the maximum combination of state and federal extended benefits from 65 weeks to 52 weeks.

Overall, the Executive Council found the legislation enacted by Congress "a disappointment" even though it included "modest" improvements that were "consistent with long-standing AFL-CIO goals."

Carr Named to Job Council Post

John L. Carr has been named executive director of the Full Employment Action Council.

Carr's appointment was announced by Council Chairpersons Coretta Scott King and Murray Finley. For the last three years, Carr has served as coordinator of urban issues for the United States Catholic Conference.

New Climate:

Legislative Record Shows Sharp Ford-Carter Contrast

Los Angeles—The Executive Council's legislative report to the AFL-CIO convention pointed up the contrasts—and some similarities—between the last year of the Ford Administration and the first year of the Carter Administration.

A number of the issues were similar. Thus there were battles over economic stimulus programs in both the second session of the 94th Congress and the first session of the 95th. In both years, the AFL-CIO pressed for more job-creating programs than the Administration proposed. And in both years, labor was partially successful.

The big difference, the council report made clear, is that the 94th Congress had to battle through a series of Ford vetoes to improve on the President's budget. This year, negotiations replaced confrontation between the White House and Congress.

In the 1976 session, when unemployment was in the 7.5 percent range, Ford vetoed two economic stimulus bills that included funds for accelerated public works projects, water pollution control, and "counter-cyclical" funds to enable cities and states to maintain public services during recession cycles.

The first vetoed bill authorized $6.1 billion over two years, to generate an estimated 600,000 jobs. The House overrode the veto but the Senate vote was three short of the needed two-thirds.

Ford then vetoed a compromise effort, providing $3.95 billion for these programs. This time, both the House and Senate overrode the veto.

By contrast, this Congress voted and President Carter signed into law an additional $4 billion for public works projects alone, a big expansion of public service jobs and a $1.5 billion youth employment program.

On direct labor issues, the two-year record is mixed and the most important chapter has not yet been written.

Building trades unions had apparently won their quarter-century campaign for construction site picketing rights when Congress passed a bill that had been drafted in close consultation with President Ford's secretary of labor, John T. Dunlop, which Ford had promised to sign.

Ford broke his promise, Dunlop resigned, but the election of Carter along with an even more heavily Democratic Congress appeared to assure success in a new effort.

But a majority of the House bowed to a massive pressure campaign by contractors and other employer groups. Despite repeated compromises, the bill was rejected, 217-205.

Another section of the Executive Council report dealt with a parallel situation—legislation that would require that a portion of oil imported into the United States be carried in American-flag tankers.

President Ford had vetoed a cargo preference bill and a compromise version of the measure came before the House this year with President Carter's support. It was defeated, 257-165.

The council report was brighter on the labor law reform bill, introduced this summer with Administration sponsorship.

It recounted the bill's progress through the House and the decisive defeat of amendments that would have greatly weakened it. And despite "a multi-million dollar campaign" by business groups opposed to labor law reform, the council report noted its 257-163 passage by the House.

An important segment of the 58-page legislative section of the Executive Council report dealt with the campaign to improve the minimum wage.

It covered the successful effort by the minimum wage coalition—including labor, church and civil rights groups—to get the Carter Administration to improve on its original unsatisfactory minimum wage proposal.

It detailed the mixed results in the House, in which the index to factory wages was rejected, coverage of small stores was reduced and the wage floor rose only to $3.05 an hour after three years.

But the bill was significantly improved in the Senate, and the version that finally became law will bring the minimum up to $3.35 an hour on Jan. 1, 1981. A number of overtime exemptions previously in the Fair Labor Standards Act were eliminated or reduced. And service workers who receive tips will have to be paid 60 percent of the minimum wage instead of the present 50 percent.

While the final bill was short of the AFL-CIO's goal, it represents one of the biggest advances in the history of the Fair Labor Standards Act.

Hatch Act reform was another of the labor-supported bills that the 94th Congress approved but Ford vetoed. This year, the House passed an Administration-supported bill to lift restrictions on political activities by government workers. Its fate now rests with the Senate.

The council reported on the federal elections reform bill passed last year after the Supreme Court invalidated important parts of the 1974 law that established public financing for presidential campaigns.

It noted that this year a Senate filibuster blocked action on legislation for public financing of congressional campaigns, and a national voter registration bill is still awaiting action in the House and Senate.

The report also contained an account of the drive for full employment legislation, begun last year with a labor-backed campaign for the Humphrey-Hawkins bill — a campaign that has now been revived with President Carter's endorsement of a modified version of the bill.

Other sections of the legislative report dealt with a stalled effort to pass a consumer agency bill, success in mine safety legislation, mixed results on energy conservation, enactment of strip mining controls that Ford had vetoed, improvements in food stamp legislation and an assortment of stopgap extensions of unemployment compensation.

There was a detailed account of the tax legislation considered during the past two years, a report on the perennial battles over occupational safety and health coverage, a reminder that health security bills are stalled until the Administration comes up with its proposals, and a discussion of the housing bills of the past two years.

Dozens of other issues were reported on by the Executive Council, reflecting the broad range of the legislative concerns of the AFL-CIO and its affiliates.

Soaring Costs of Higher Education Pose Barrier to Workers' Children

Los Angeles—The swiftly climbing cost of higher education has "effectively restricted access for the sons and daughters of workers whose incomes fall between affluence and poverty," the Executive Council said in its report to the convention.

Restating the AFL-CIO's long-time belief that "the best form of student aid is low tuition," the council observed that "wealthy families can afford the increases and for low income families there are a variety of financial aids to facilitate their education plans."

But despite the fact that "higher education has become the common expectation of the sons and daughters of union members," there are no adequate federally-provided assistance programs for working, middle-income families, the report pointed out.

It also noted, however, that the 1976 election had brought to a close the Nixon-Ford Administration under which the federal government sought to education programs that had been inaugurated in the 1960s.

In part this dismantling was attempted through refusals to fund programs fully or even partially and through abortive attempts to replace categorical grants with insufficient block grants to local governments.

The council affirmed the AFL-CIO's support of court-ordered busing if necessary to achieve school desegregation, saying that until there is true open housing, full employment at decent wages, and quality schools in every neighborhood "busing orders may be necessary tools to provide equality of access" to education.

The report emphasized the need for early childhood development and care programs, although it expressed "little hope of change appearing on the horizon." It cited Labor Dept. statistics indicating 21 million children who need care while their parents work, with current facilities existing for only about 1.7 million.

The process through which federal funds are allocated to elementary and secondary education was also criticized by the council, which pointed out that only about half the children counted as economically disadvantaged received assistance.

The council opposed changing the criterion for awarding the funds—authorized under Title I of the Elementary and Secondary Education Act of 1965—from economic to educational deprivation. This change would only channel more funds from hard pressed inner cities to suburban areas, the council said.

The report expressed caution concerning proposed federal efforts to integrate regular education and career planning, pointing to the dangers in any program that ignores child labor and minimum wage laws and health and safety standards.

Although funding for vocational education is currently set at "more realistic levels" than in the recent past, the council deplored the Nixon-Ford Administration's refusal to include legally-required labor representation on the National Advisory Council on Vocational Education. The report said that "the AFL-CIO is seeking immediate action to implement the law" in this respect.

New Orleans Mayor Carries Union Card

New Orleans—This city's first black mayor, Ernest Morial, is a member of the American Federation of Teachers. A part-time instructor at Southern University here, Morial is a member of AFT Local 3663.

Labor Sounds Call for a New Agenda

Council Cites 'Hopeful Signs,' Stresses Need for Improvement

(Continued from Page 1)

and the high rate of unemployment."

In terms of Congress, Meany said "it is obvious that the labels of 'Democrat' or 'liberal' no longer automatically mean a representative is a friend of labor or of social justice." He warned that in the 1978 elections corporate money will be an important factor and called for full support for labor's political education programs.

He commended President Carter for a foreign policy keyed to the defense and promotion of human rights and welcomed his "new directions" in relations with Africa and Latin America, the Panama Canal treaties, withdrawal from the International Labor Organization, and in general relations with the Soviet Union. But he expressed "sincere misgivings" about Administration policy in the Middle East, and called for unswerving commitment to Israel's continued existence.

In the labor movement Meany cited positive achievements on the increasing participation of women and minorities "in all levels of union activities" and noted membership losses traced to the continuing recession, foreign imports and the changing nature of the labor force.

He expressed concern with the "serious and growing threat to stable labor-management relations" from business leaders who "stand silently by, or secretly encourage their corporate brethren to break the law." There must be mutual trust and respect as the basis for cooperation in effective collective bargaining, he asserted.

Sec.-Treas. Lane Kirkland reported in an extensive financial accounting for the past two years that the federation's net worth increased $1,989,547, but that the average membership for the 24 months, based on per capita payments by affiliates, declined by 528,000. Of the excess of income over expenses about $1,800,000 was used to fund further expansion of the George Meany Center for Labor Studies.

Since the 1975 convention eight vice presidents either died or resigned and seven successors were elected. There were three mergers; one new charter was issued and one was returned. The Food & Beverage Trades Dept. was reactivated and the council authorized a new constitutional Professional Employee Dept.

The report showed that the Human Resources Development Institute placed nearly 50,000 individuals in newly developed jobs and has provided assistance to apprenticeship outreach and local employment and training programs administered by unions.

The AFL-CIO Mortgage Investment Trust has grown from $60 million in July 1975 to more than $72 million as of July 1977 and has channeled funds into construction of low and moderate-income housing.

In the national economy section of the report the council condemned the "dangerous complacency" about high unemployment and the "cautious and timid approaches based on false doctrines of fiscal and monetary restraint and balanced budgets."

The report singled out the Federal Reserve Board and its chairman, Dr. Arthur Burns, as now representing the interests of the "banking community and its large corporate customers" and playing a major role in slowing economic growth.

The council pointed out that the major causes of inflation have been the rising prices of food, fuel, health care and interest rates. It stressed that inflation can only be contained by specific measures tailored to the specific causes and policies of full employment and full production.

The report cited the urgency of balanced and fair U.S. policies on international trade and stressed the "largely unknown and unregulated impact of U.S. and foreign-based multinational banks and firms" on U.S. policies. It reviewed also the overloading of the federal tax system with loopholes for wealthy individuals and businessmen, citing diminishing confidence in government and the shortcoming of public investment.

In sections on organizing and labor law reform, the report noted the increasing resort by employers to surface bargaining, decertification efforts and incessant delays and violations of national labor law. It reported on the formation and the activities of the Task Force on Labor Law Reform set up last February.

The council dealt with the decline and decay of the cities and older large urban areas and labor's recommendations for dealing with the financing of state and local governments, housing programs and policies. It detailed the depth of the energy crisis and labor's proposals for reducing dependence on foreign oil.

On problems in the environment, it assailed with equal firmness "false claims by employers that environmental controls will result in layoffs and shutdown of facilities and no-growth economic policies which attempt to end all forms of pollution except the pollution of unemployment and economic stagnation."

In a section on worker protections, the council reviewed the developments in occupational health and safety, unemployment and worker compensation and pensions. It called attention to the great challenges facing education in the last quarter of the century, including equal access to quality education, high tuition fees and lifelong learning opportunities.

The report reviewed the federation's positions on welfare reform, social services and social security and reaffirmed its belief in the critical need for a national health insurance system.

On civil rights, the council called attention to the extremely high rate of unemployment for minority youth, declaring that "a whole generation of black youth may never be employed full time at a decent job, and the nation pays the economic and social consequences."

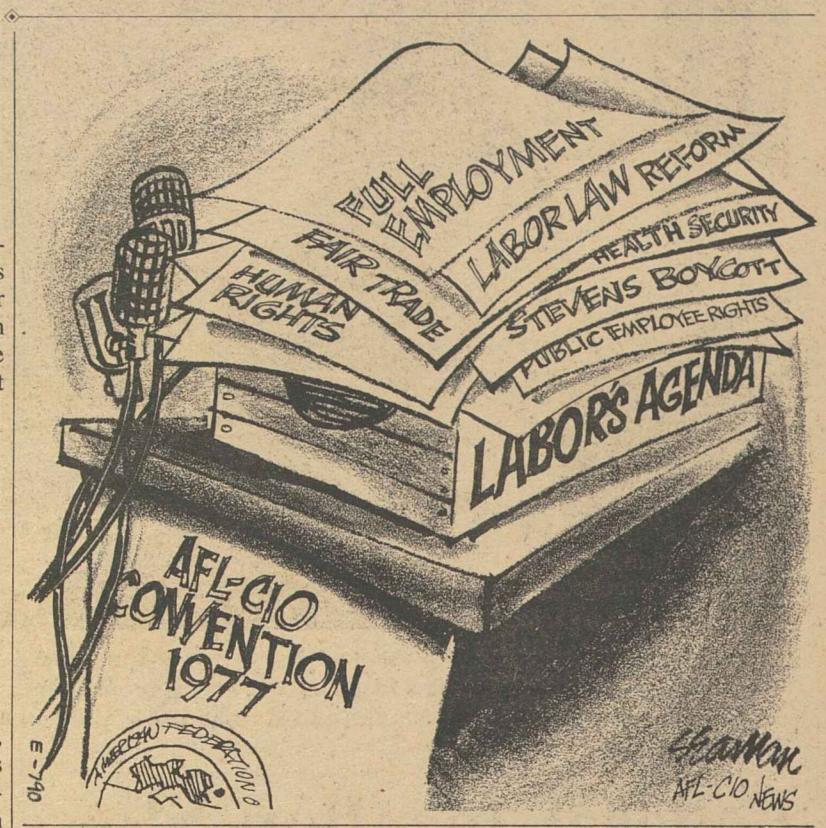
The council report took a long, detailed look at problems around the globe and reviewed the federation's actions on these problems over the past two years, reaffirming those decisions and actions.

It laid particular stress on policies dealing with apartheid in South Africa, developments in the Middle East, the Panama Canal treaties, the Helsinki accord and NATO. The report covers the activities also of the African-American Labor Center, the Asian-American Free Labor Institute, the American Institute for Free Labor Development and the establishment of the Free Trade Union Institute.

The successful activity of the Committee on Political Education (COPE) in 1976 is described, and the difficult challenge of the 1978 elections, especially the activities of the "new right" groups seeking to win control of the Republican Party for narrow, conservative candidates, is discussed.

The council report also covers the federation's community services programs, legislative activities at the national and state level, court decisions affecting the labor movement, and the operations of the AFL-CIO headquarters departments.

The report transmits to the convention without approval or disapproval the reports of the AFL-CIO constitutional departments — building trades, industrial union, union label, metal trades, maritime trades, railway employees, public employees, food and beverage.



High Court Cases Show Mixed Results for Labor

Los Angeles—Supreme Court decisions since the last AFL-CIO convention have stripped wage-hour law coverage from millions of local and state public workers, limited the recourse of public employees to the courts, and concluded that it isn't sex discrimination to deny disability insurance benefits to employees unable to work because of pregnancy or childbirth.

In the more conventional range of labor law, the Supreme Court decisions were a mixed bag from the trade union viewpoint, the Executive Council reports.

It accepted for review relatively few cases involving what the council terms "traditional" areas of private sector labor-management relations. And the union position was upheld in most such cases, a notable advance over the previous two-year period.

But the council cautions that the trend may be deceptive. In declining to review most labor cases, "the court may simply have been reflecting approval of decisions by lower courts and an NLRB heavily influenced by Republican, pro-business appointments in the last few years."

The Supreme Court might accept more labor relations cases, the council report suggests, "if newly-constituted lower courts and a revitalized NLRB began to decide more cases in favor of the union position."

In the public sector, the Supreme Court has been reluctant to interfere with personnel decisions of governmental bodies — especially when they have been upheld by the lower courts.

The Executive Council suggests that this approach points up the importance of collective bargaining for public workers "because only through bargaining, and not through the courts, can their right to fair treatment be established."

Some of the more important labor-related decisions by the Supreme Court since the last convention have been in the often-difficult relationship of anti-discrimination guarantees and seniority systems.

On the relationship of seniority decisions to employment discrimination, the council said, "the union view appears to have prevailed: the court's decision that persons who are actually discriminated against and complain in a timely manner are entitled to their 'rightful place' on the seniority roster.

In effect, they are to be "made whole" for their loss and given the seniority they would have held if the illegal discrimination hadn't taken place, a position the AFL-CIO has supported.

But the Supreme Court has also held, along with the trade union movement, that there need be no tampering with color-blind seniority systems even when the racial composition of high-seniority employees reflects discriminatory hiring practices of an earlier era.

There still are areas of uncertainty, the report noted, because of differing interpretation by lower courts of some Supreme Court decisions which left some "loose ends" dangling.

The impact of the four Supreme Court appointments made by former President Nixon showed up in the 5-4 ruling in which the court struck down as unconstitutional the 1974 amendments to the Fair Labor Standards Act which extended wage-hour protection to nearly all state and local employees.

All four Nixon appointees joined in denying coverage.

"No recent decision concerning the rights of public employees has had more disturbing implications," the Executive Council said.

Recession Impact Felt In Membership Decline

Los Angeles—A decline of 528,000 in the membership of AFL-CIO unions since the federation's last convention, reflecting the inroads of the recession on jobs, was reported by the Executive Council.

The council's report showed a two-year average of per capita payments to the federation of 13,542,000 as against the record high of 14,070,000 two years earlier. The figures reflect U.S. membership only, since affiliates do not pay per capita tax to the AFL-CIO on Canadian members and they are not included in the tally.

Elsewhere, AFL-CIO Sec.-Treas. Lane Kirkland reported an increase in the federation's net worth over the two-year period of $1,989,547, the difference between total income of $42,685,247 and total expenses of $40,695,700. The increase brought the AFL-CIO's net worth to $17,192,193 as of last June 30.

Kirkland noted that the bulk of the excess of income over expenses — $1,800,000 — was used to fund further expansion of the George Meany Center for Labor Studies campus in Silver Spring, Md.

The financial section of the council report also summarizes receipts and disbursements of the AFL-CIO Italian Relief Fund, representing contributions to aid the victims of the Italian earthquake in 1976. A total of $144,920.88 was received from affiliates and that amount plus a $50,000 contribution from the AFL-CIO Special Purposes Fund was sent to aid the victims.

Another financial report covers the income and expenditures of the Task Force on Labor Law Reform for the first two months of the six-month assessment levied by the council to finance the task force's operations.

Local Unions Seek Links to Internationals

Los Angeles—Sixteen union locals directly affiliated with the AFL-CIO chose to become part of national or international unions during the past two years, the Executive Council reported to the convention.

The council noted that the motivation for the transfers, involving a total of 936 members, was "the desire of the local union membership for active participation in the affairs of a national or international union" with similar concerns.

During the same two-year period five locals with a membership of 288 disbanded, bringing the total of directly chartered local unions to 123 as of last June 30. Their membership of 41,401 represented a decline of 10,420 since 1975.

Meany Spurs New Jobs, Trade Policy

Convention Keynote Condemns New Segregation of Unemployed

(Continued from Page 1)

He stressed that "free trade is a joke and a myth" and government policies predicated on that idea are "a prescription for disaster. The answer is fair trade—do unto others as they do to us—barrier for barrier—closed door for closed door."

And, he added: "foreign trade is the guerrilla warfare of economics—and right now the U.S. economy is being ambushed."

Meany praised Carter for offering broad new proposals and reversing eight years of negative leadership in the White House and said "it is heartening to see some positive leadership on food stamps, illegal aliens, social security financing, minimum wage, election reform, labor law reform."

But, the federation president commented, "I wonder if Congress is up to the task" of acting on the President's proposals in light of congressional inaction on energy, election reform and social security.

For the 1978 congressional elections, Meany said that state and local AFL-CIO Committees on Political Education "will surely want to match campaign slogans with votes—to judge whether the performance kept pace with the promises."

Meany praised Carter also for launching "the greatest foreign policy initiative attempted in this half century" with his support of human rights, the "only policy the U.S. can pursue and remain true to its heritage."

Chairmen Listed for 12th Convention

Los Angeles—The follow- is a list of committee chairmen for the AFL-CIO's 12th convention here:

Credentials—Vice President Frederick O'Neal, Actors & Artistes.

Rules—Vice President Matthew Guinan, Transport Workers.

Resolutions—Vice President Paul Hall, Seafarers.

Constitution—Vice President Al H. Chesser, United Transportation Union.

Executive Council Report—Vice President Max Greenberg, Retail, Wholesale & Dept. Store.

Labels—Vice President William Sidell, Carpenters.

Education—Vice President Albert Shanker, Teachers.

State & Local Bodies—Vice President William H. McClennan, Fire Fighters.

He singled out also the Administration positions on Africa and Latin America and the Panama Canal treaties but warned that the U.S. should not seek to impose a peace agreement on Israel, that now is the time "for courage—not a quick fix."

Meany told the delegates that the opposition to human rights in the Soviet Union continues and that the convention will not hear the voices of Andrei Sakharov and other Soviet dissidents invited by the AFL-CIO to appear before the delegates.

"The Soviet Union denied them the right to come to Los Angeles and return home again. The fact of their silence here is truly a shout—a shout for human rights that echoes around the world."

On the home front, Meany pointed out that employers are denying hundreds of thousands of American workers the freedom to join unions and bargain collectively and that thousands of companies "have decided it is cheaper to break the law and risk getting caught than it is to respect the legal and human rights of their employees."

He called on all segments of the trade union movement to rally for passage in the Senate next year of labor law reform. He warned that the opposition may "resort to a filibuster or try to kill the bill by literally hundreds of amendments. We must be ready for both tactics," he stressed because "we are going to fight harder for this bill than any bill since the Wagner Act."

Reviewing the impact of unemployment on the nation, Meany told the convention that "for 10 million Americans, 1977 was the year the clock stood still. Despite all the promises and all the campaign oratory, they were no better off this year than last."

Three million of those workers went the entire year without being able to find work, he stressed. "For them the unemployment rate was 100 percent every day and every month. About 20 million workers were out of work at least once during the year."

This bleak picture, he added, "will only improve when there is strong action by the President and the Congress."

The American people, he said, have a right to a job and a human right to expect their government to fulfill its promises. "Anything less is unacceptable."

ADMINISTRATION PLAN to curtail imports of unfairly priced steel products was termed a good first step by Steelworkers President Lloyd McBride. He is shown at a news conference following a meeting of the union's Basic Steel Industry Conference.

Curb on Steel Imports Called Good First Step

Los Angeles—The Steelworkers called Carter Administration proposals to keep unfairly-priced imports from destroying the industry "a welcome, positive, first-step development to help solve the job loss-steel import crisis."

Steelworkers President Lloyd McBride termed the import threat "a serious national emergency affecting our national economy, our national security, and the social stability of many towns and cities."

McBride's statement came after the White House accepted almost intact the plan to stem steel imports worked out by a Treasury Dept. task force.

If the Administration's program—whose key element is a "reference pricing" scheme—doesn't produce quick results, the union warned, the USWA will renew its demand for hard-and-fast import quotas, McBride stressed.

The Treasury Dept. task force has predicted that the removal of unfair advantages from foreign steel imports would reduce the foreign share of the U.S. market from 20 percent to 14 percent, re-employ 25,000 laid-off steelworkers and increase industry earnings by $900 million.

The prime weapon against unfair imports, the task force recommended, should be the setting of a reference price below which foreign firms could not sell in the United States.

The Administration's announcement of its program followed closely a meeting last week of the Steelworkers' Basic Steel Industry Conference in Washington, where some 500 union representatives focused on the related problem of jobs and steel imports.

At a press conference following that meeting, McBride said that reference pricing would succeed if the price set is not "out of line" with the prices charged by U.S. steel companies. If the reference price is within $15 a ton of the average U.S. producers' price, he added, there would be little incentive for domestic steel users to buy foreign rather than American-made steel.

The task force recommendations, as well as prior Steelworkers' demands, have the same stated object: the restoration of fair competition between American steel producers and foreign producers. The latter are often able to "dump" imported steel in the U.S.—that is, sell it below cost—because they enjoy direct and indirect subsidies from their governments.

McBride made clear that unless a reference pricing system fully and quickly accomplishes the goals of restoring fair competition and employment, "we will continue to press for quota-setting orderly marketing agreements," either through negotiation or congressional action.

The task force plan does not indicate exactly what the reference price or prices would be on basic steel products. The plan only says that the price should be pegged to within 5 percent of the production and transportation costs of the most efficient foreign producer, the Japanese.

McBride observed that although the task force envisions restoring only about 25,000 jobs, a union analysis shows that the one-third cutback on imports that the task force proposes could bring back as many as 50,000 jobs in steel.

The Administration plan includes several other provisions that could help workers and their communities.

These include:

- A streamlining of the current lengthy procedure for investigation and action on dumping complaints brought by domestic producers against foreign steel manufacturers;
- Various incentives toward modernization in the steel industry through liberalized federal taxation policy and guaranteed loans;
- About $20 million in aid to communities stricken by steel plant closures or cutbacks.

The Steelworkers stressed that additional long-range measures are also needed to cope with the import problem. These include prompt congressional passage of full employment legislation and extension of benefits available to workers laid off because of unfair imports.

Jobless Rate Continues At Recession Level

(Continued from Page 1)

the number of those employed—6,818,000—represented total joblessness in November.

Women and teenagers accounted for a large proportion of the growth of the labor force last month, a pattern that has held steady in recent years. The 955,000 new jobs in November went to 450,000 adult women, 125,000 teenagers, and 380,000 adult men, BLS said.

Of the 3.2 million year-to-year increase in the work force, 1.7 million were women, 1 million were men, and 500,000 were teenagers.

In his appearance before the Joint Economic Committee, Shiskin said that he expects continued growth in employment and noted that approximately 3.9 million new jobs were added over the past year, compared with 3 million over a like period a year earlier.

But the jobless rate remains high by historical standards, Shiskin noted. He said the economy will have to generate another 4 million new jobs in the coming year to lower the unemployment rate to 6 percent.

At the White House, Press Secretary Jody Powell told reporters that the Administration does not expect to achieve its goal of driving down unemployment to 6.5 percent by the end of 1977.

Joblessness among adult men declined four-tenths of 1 percent to 4.9 percent last month, but rose from 6.8 to 7.1 percent for adult women, and held about steady for teenagers at 17.1 percent, a two-tenths of 1 percent decline from the October level.

The jobless rate for blacks remained more than twice as high as that for whites, 13.8 percent compared with 6 percent. The average length of unemployment for those losing their jobs was unchanged at 13.8 weeks.

The sharp increase in employment pushed up industry payrolls to a seasonally adjusted 83,200,000 BLS reported. All of the major industry groups posted gains during November, as 70 percent of the 172 industries in BLS's sampling showed over-the-month increases.

Most of the new job openings were in services, which increased by 75,000. Manufacturing employment rose by 65,000, with most of the gain in durable goods industries. The lumber, stone-clay-glass, fabricated metals, and electrical equipment industries each registered gains of about 10,000 jobs.

Trade and government also showed sizeable gains in the November payroll counts while construction continued the steady growth that began early this year.

Council Asks 3-Cent Boost In Per Capita

(Continued from Page 1)

capita payments. The committee was composed of Vice Presidents John H. Lyons, Al H. Chesser, Matthew Guinan and Sec.-Treas. Lane Kirkland.

The committee told the council that the Federation was facing a deficit for the fiscal year ending June 30, 1978, on the basis of the drop in per capita payments, the projected increase of costs in operating the AFL-CIO and debt retirement.

AFL-CIO President George Meany appointed a council subcommittee to come in with recommendations on filling vacancies on the council.

The council also voted contributions to the African-American Labor Center, the United Givers Fund in Washington and special assistance for teachers in the Lakeland, N.Y., school system who have been heavily fined under New York state's anti-strike laws.

The last increase in the federation's per capita tax came at the 1975 convention when it was increased from 10 to 13 cents per member per month.

6-Cent COL Boost Due in Aluminum

A cost-of-living formula in the Steelworkers contract with four major aluminum companies has added six cents an hour to a 10-cent across-the-board wage increase that took effect Dec. 5, the USWA said.

Steelworkers President Lloyd McBride said the increase brings to 16 cents the cost-of-living adjustment received under the contract negotiated this year with Alcoa, Reynolds, Kaiser and Conalco.

Correspondence about address corrections should be sent with attached mailing label to: Subscriptions, Room 209, 315 16th Street, N.W., Washington, D.C. 20006.

12-10-77

Jobs, Equity, Human Rights Mark Labor's New Agenda

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HISTORIC MOMENT at the AFL-CIO convention brought delegates to their feet cheering as leaders of the Israeli and Egyptian trade union movements raise clasped hands. AFL-CIO President George Meany voiced the hope of the delegates for peace in the Mideast. Saad Mohamed Ahmad is president of the Egyptian Federation of Trade Unions and Yerucham Meshel is secretary-general of Histadrut, Israel's labor fedration. **(Story, Page 3)**

Program Focuses On Nation's Needs

By Saul Miller

Los Angeles—The AFL-CIO has dedicated its resources and strength to creating a full employment economy with justice and equity on the job and to an unrelenting campaign for human rights and freedom around the world.

President George Meany told the delegates to the 12th convention that they had constructed "a program dedicated to the well-being, the advancement of the welfare of the great mass of the American people . . . every one who works for wages . . . every consumer . . . the little people of America."

Sec.-Treas. Lane Kirkland said that the theme underlying all the actions and discussions has been "human rights and human values in America and in the world at large. It is right and fitting that should be so, for there really is no other concern more worthy of the energy and resources of a free trade union movement."

The program was contained in the 108 resolutions adopted by the 886 delegates and highlighted in the discussions from the podium and the floor by dozens of speakers.

It was underscored in the unanimous re-election of Meany and Kirkland, the election of five new members to the Executive Council and the unanimous approval of a three-cent increase in the per capita payment from 13 cents to 16 cents per member, per month. The convention's actions are recounted in detail in other stories throughout this issue of the AFL-CIO News.

The support for trade union goals and objectives was voiced by Vice President Walter F. Mondale and three Cabinet members, Labor Sec. Ray Marshall, Housing & Urban Development Sec. Patricia Harris and Energy Sec. James Schlesinger. They pledged the Carter Administration's backing for many of the legislative programs spelled out in convention resolutions with stress on full employment, labor law reform, health security, rebuilding the cities and energy policy.

The close ties with the civil rights movement were stressed in addresses by Vernon Jordan of the National Urban League and Benjamin Hooks of the NAACP, who emphasized continuing cooperation on a score of issues.

And how one state—California—handles economic and labor problems was spelled out in addresses by Gov. Jerry Brown, Los Angeles Mayor Tom Bradley, Sen. Alan Cranston (D), William R. Robertson of the Los Angeles AFL-CIO and John F. Henning of the California AFL-CIO.

The historic highlights of the four-day sessions in the Bonaventure Hotel were the joint presentation to the convention by Meany of the trade union leaders of Israel and Egypt and the reading by the federation president of a speech by Soviet dissident Andrei Sakharov who was prevented by the Soviet authorities from accepting the AFL-CIO invitation to attend the convention along with five others speaking out against repression and terror in the USSR.

The various convention committees considered a total of 253 resolutions covering a broad range of subject matter and proposals and sent 108 to the floor with recommendations for adoption, which the delegates supported. There were 32 resolutions referred to the new Executive Council, non-concurrence on three, one was withdrawn and another needed no action. There were 108 resolu-

(Continued on Page 3)

New Laws Called For:

Fair Foreign Trade Policies Target of Unions' Campaign

By John M. Barry

Los Angeles—The AFL-CIO's 12th convention expressed the outrage of American workers over the destruction of their employment opportunities by low-wage imports and called on the government for a totally new foreign trade policy "balanced with America's need for jobs."

"Negotiations with other nations should be based on the needs of the U.S. economy, not political expediency," the convention declared. "The goal must be an expansion of trade based on fairness, reciprocity and mutual benefit."

The development of the foreign trade issue as a major convention theme began with the keynote address of Federation President George Meany when he branded the concept of free trade "a joke and a myth" and warned that the national policies it has spawned are "a prescription for disaster."

Meany said that the answer is not free trade, but "fair trade—do unto others as they do to us—barrier for barrier—closed door for closed door."

That is precisely the approach of the comprehensive resolution on trade adopted unanimously by the delegates. It calls for a package of new laws to regulate exports and imports, bring an end to dumping of foreign-made goods, provide strict enforcement of countervailing duties against imports subsidized by foreign governments, and impose "quantitative restraints" on the goods of countries that engage in unfair trade practices.

"The AFL-CIO supports healthy, fair trade that will build a strong American economy," the resolution declared. "We oppose the continued export of American jobs and industry, which has undermined the economy. We shall pursue every possible relief for the injury already sustained, as well as new legislation to halt the drain on the nation's economy."

The convention pledged that the federation and its affiliates "will develop a coordinated, effective program for these goals," applying all of labor's resources "to assure protection for American workers' jobs and living standards."

The reading of the resolution in

(Continued on Page 13)

Tax Cut Called Urgent To Shore Up Economy

Los Angeles—The AFL-CIO pressed for passage of the Humphrey-Hawkins bill to signal the nation's commitment to full employment and asked follow-up programs so that the promise of jobs can be fulfilled.

The convention called for federal tax, spending and monetary policies keyed to the goal of economic growth. And it warned of the danger of a new economic downturn if the economy is allowed to drift.

When Congress reconvenes in January, the AFL-CIO urged, it should quickly enact a cut in income taxes concentrated on low- and moderate-income Americans. Simultaneously, it should reopen the budget for the current fiscal year to pump more money into direct job-creating programs.

The convention's key economic policy resolution affirmed labor's belief that direct federal spending programs are a better economic stimulus than tax reductions.

"But in early 1978, America

(Continued on Page 16)

Sakharov Asks Help For Cause of Freedom

By David L. Perlman

Los Angeles—Andrei Sakharov's speech to the AFL-CIO convention was a call for help—not for himself, but for all those struggling for human rights within the Soviet Union and other countries where dissidents risk prison and borders are closed to those seeking to leave.

It was also a call for action, an appeal to the American trade union movement to take the lead in turning the spotlight of publicity and the pressure of the U.S. government on human rights violations.

Sakharov, winner of the Nobel Peace Prize two years ago, did not deliver his speech in person. The Soviet authorities refused to let him or any of five other Russians invited to attend the AFL-CIO convention accept the invitation.

His speech, which AFL-CIO Sec.-Treas. Lane Kirkland told the convention was "sent to us outside the channels of the Soviet dead letter office," was read in English translation by federation President George Meany.

"While it is my voice you hear," Meany told the delegates, "these are the words of Andrei Sakharov."

(Continued on Page 10)

MURRAY-GREEN AWARD of the AFL-CIO, given annually for outstanding service to America, is presented to Vice President Walter F. Mondale after his address to the federation's convention. The award, named for former CIO President Philip Murray and former AFL President William Green is presented to Mondale by AFL-CIO Vice President Peter Bommarito as George Meany looks on. Bommarito, who is president of the Rubber Workers, is chairman of the AFL-CIO's Committee on Comunity Services.

Mondale Attaches Priority Label To Bill for Labor Law Reform

Los Angeles—A pledge that the Carter Administration "has no higher priority next year than the passage of labor law reform in the Senate" was delivered to the AFL-CIO's 12th convention by Vice President Walter F. Mondale.

Mondale, who was given the AFL-CIO's Murray-Green Award at the convention, went through a host of concerns shared by labor and the Administration, with his pledge on labor law reform interrupted by a lengthy standing ovation.

Mondale summarized his own biography as a man who never ran for elected office without labor's endorsement—and never lost an election. In presenting the Murray-Green Award, Rubber Workers' President Peter Bommarito termed Mondale "a voice of quiet reason and progress in a time of clamor and retrogression."

"The spirit of this Murray-Green Award and of all decent Americans" is embodied in previous winner Hubert Humphrey, Mondale told the convention.

For both, Mondale said, their political credo is a matter of compassion and strong ties to organized labor. That's because no other organization of any type "works for others more than you do," Mondale said, including "millions and millions of Americans who have never held a union card and never paid a dime of dues."

For the AFL-CIO as the people's lobby, Mondale said, the immediate agenda includes such issues as full employment, energy, social security, illegal aliens, foreign trade, housing, education, situs picketing, consumer protection, Hatch Act reform, the Panama Canal treaties, public financing of elections, national health insurance, and human rights around the world.

Mondale acknowledged some differences on details between labor and the Administration, but pledged the Carter Administration "to fulfill the trust and the faith that you demonstrated in us." Of that support, in the 1976 election, Mondale said simply, "we couldn't have won without you."

He emphasized that the labor law proposal that has passed the House and is awaiting action in the Senate is "not changing the law. We are not asking employers to do anything they are not required to do by the law. What we are asking is that the law be enforceable."

An enforceable law, Mondale said, would remove from the American scene such tragedies as the story of Louise Bailey, a 36-year J. P. Stevens worker who told House subcommittee hearings "I'm scared every day I go into that plant" of being fired for union activities.

"We are not asking for the world, just a chance to hold our heads up high," Mondale quoted Mrs. Bailey as saying. Mondale recommended that she be at the White House when Carter signs the bill.

In predicting that victory, he said it would come only after a tough fight, possibly after a filibuster.

On other legislative items on his list, Mondale made the following points:

- Energy policy was, under the Nixon-Ford Administrations, "to let the oil and gas companies get the same price set by the rigged international cartel known as OPEC." America must get back some of the $45 billion spent overseas for energy so the time never comes "when we are so reliant on foreign energy that the very independence of this country will be threatened."
- The United States has to deal with the illegal aliens issue with compassion, but it has to do something about the estimated "12 million undocumented workers from other countries who are in this nation now."
- Foreign trade "must be fair. We will not permit dumping to take American jobs, and American workers must not be forced to compete against the treasuries of foreign governments."
- Full employment starts with the commitment, through "Humphrey-Hawkins legislation, which for the first time mandates within a few years that the policies of this government must put everyone in this country back to work."
- Public financing of election campaigns is an old goal of organized labor, which wants to get out of the business of raising money for candidates—if business and the right wing will, too—because labor could never match them dollar for dollar anyway.
- If the Panama Canal treaties in any way threaten U.S. security, then how do you explain the fact that "every one of the joint chiefs of staff of your services is enthusiastically for ratification?"
- Stopping the runaway rise in hospital costs "is the first step toward the goal that we all share: national health insurance."

HRDI Lauded For Efforts in Job Placement

Los Angeles—The AFL-CIO commended the Human Resources Development Institute for its efforts in helping disadvantaged and unemployed workers find work and urged it to continue to make its services available to the federation and to AFL-CIO affiliates and state and local central bodies.

HRDI has the capability to provide technical assistance in employment and training programs, the AFL-CIO observed in a resolution, and such assistance is especially needed now in view of the country's high unemployment and slow economic recovery.

The federation recommended that HRDI continue its job development and placement activities for unemployed union members and the unskilled, disadvantaged unemployed, including veterans, women workers, handicapped individuals, ex-offenders, and others.

It also urged the institute to assist and encourage state and local central bodies to participate actively on local manpower planning councils in an effort to protect organized labor's interests.

Carter Message Hails Convention

Los Angeles — President Carter told the AFL-CIO that he is looking forward "to your recommendations and to working closely with you in the critical months and years ahead."

In a special message, the President regretted that he could not personally attend the 12th convention but noted the presence of Vice President Mondale and three Cabinet members.

Carter wrote that in striving to improve the lot of working people the labor movement continues "to strengthen and advance organized labor's long standing tradition of public service."

An Emotional Moment:

Humphrey Call Sets Spirit of Convention

By Rex Hardesty

Los Angeles—AFL-CIO President George Meany had finished his keynote address and taken over the gavel as chairman of the 12th AFL-CIO convention, the big opening morning when the place is packed.

He didn't announce the speaker, just said there was going to be one.

One word . . . two sentences . . . then suddenly everyone in the big ballroom was standing.

It was Hubert H. Humphrey, the Democrat from Minnesota, doing what he has done almost nonstop for 30 years—addressing a labor convention.

As the recognition of that unmistakable voice poured through the hall, the emotion also poured through, and the tumultuous welcome.

For Hubert H. Humphrey, who has inoperable cancer, wasn't there. He was speaking from a telephone hookup which had to be switched from his Senate office to his home when he wasn't strong enough to go to the office that morning.

But it didn't matter. He didn't need to be there to know the agenda of that convention. He has that all in his spirit—jobs, full employment, national health insurance, rebuilding America's cities.

And it all poured out, just as it has countless times before.

There were poignant moments, when he spoke of elections labor almost won, like the 1968 presidential election when Humphrey himself missed by seven-tenths of 1 percent of the vote becoming the 37th President of the United States. Or when he saluted his friend George Meany "as one of the truly great men of our century."

And there were realistic moments, when an old political fighter referred to labor's losses in the first session of the 95th Congress.

"We need to let some of these young men know, the ones that are in Congress because of your support, that there's such a thing as loyalty. . . . If they don't keep their word, I think the best thing to do for you is to let them go their own way and see how far they get."

"We've got a World Bank, and an Inter-American bank, an African development bank . . . and we don't have an urban development bank for America.

"You just have to depend on what Arthur Burns says is going to happen to the interest rates. And I think that's too unreliable. I bet you're glad to hear that word from Hubert Humphrey."

Full employment starts with the Humphrey-Hawkins bill, he told the convention. "The first step is to have some goals, some planning . . . to organize our programs and our government to accomplish those goals."

He was proud to have his name on it, clearly, but "I am not trying to kid you. I know this bill is not all it should be. It's not a miracle cure. But I'm here to tell you it's an indispensable first step."

Another priority, he said, is labor law reform. "Demand that that law be passed and be passed quickly in 1978."

And as he spoke, one of his recent contributions to workers was bearing fruit—endorsements for labor law reform from Americans of all walks of life in response to an appeal from Humphrey, the chairman of Americans for Justice on the Job.

Convention delegates reciprocated with a resolution saluting Humphrey and urging labor support for the Hubert H. Humphrey Institute for Public Affairs at the University of Minnesota. It was announced to the convention by AFL-CIO Vice President and Community Affairs Chairman Peter Bommarito that another $1,000 had been voted to the institute by the AFL-CIO Executive Council—the $5,000 that a Humphrey protege, Vice President Walter F. Mondale, couldn't accept as recipient of this year's Murray-Green Award.

Delegates Mourn Bishop Donnelly

Los Angeles—A great friend of American workers was mourned when AFL-CIO convention delegates noted the death of Bishop Joseph F. Donnelly of Connecticut.

Bishop Donnelly was remembered for his role, beginning in 1945, as a member of the Connecticut board of mediation and his multiple endeavors, beginning in 1965, to help California's farm workers win just settlements from their employers and from the Teamsters.

"It was gratifying to the bishop that he lived to see so many Farm Workers' victories," the convention said.

UNDAUNTED by illness, Sen. Hubert H. Humphrey addressed AFL-CIO convention delegates by telephone. Here, AFL-CIO President George Meany leads the applause as Public Relations Director Albert J. Zack holds the phone so that Humphrey can hear the convention's enthusiasm.

Jobs, Rights Key Convention Themes

Delegates Map Broad Program To Meet Nation's Critical Needs

(Continued from Page 1)

tions the substance of which was covered by those that were adopted.

Major attention during the four days focused on resolutions dealing with international trade, the national economy, labor law reform, civil rights, world affairs with an emphasis on South Africa, organizing, the Equal Rights Amendment, boycotts against J. P. Stevens, Coors, Winn-Dixie, the Iowa Beef strike, civil rights and women workers, international terrorism and federal labor-management relations. On these, delegates took to the microphones to exhort, rally and explain the issues and spotlight the necessity for action.

Meany's keynote address established the framework for the continuing discussions when he called for a new foreign trade policy and 4 million new jobs a year to achieve full employment and guaranteed human rights for all Americans.

The foreign trade policy was set out in a resolution considered so portant that it was read in full to the delegates and touched off eight speeches, including six by AFL-CIO vice presidents.

The resolution called for the AFL-CIO and its affiliates to develop a "coordinated, effective program" that will use all departments of the federation "to assure protection for American workers' jobs and living standards."

The convention statement on the national economy reaffirmed a 15-point program dealing with job programs, low interest rates, the Federal Reserve System, inflationary factors, the structure of the economy and the need for an increase in workers' wages and buying power.

To give the economy the stimulus to avoid another recession, the resolution called for 1978 substantial personal income tax cuts for low and moderate-income Americans, sharply increased federal funds for public transportation, public works, youth unemployment. Without all these programs and a tax cut "there is a very real danger of a new economic downturn," the convention said.

On labor law reform, Mondale said that the Administration "had no higher priority" than Senate approval of the House-passed legislation. He warned, along with the convention's resolution, that there will be a difficult fight in the Senate. The convention called for an all-out effort to pass the measure to give American workers justice on the job.

The theme of the labor law reform resolution was echoed in others calling for coordinated organizing campaigns, full collective bargaining rights for public workers and support for current strikes at Lockheed, Iowa Beef and Charles Manufacturing. A special resolution called for labor movement support for the Mine Workers strike in the soft coal industry.

On international affairs, the convention declared that the AFL-CIO was encouraged by President Carter's human rights policies, spoke out against international terrorism and skyjacking and reaffirmed the need for a strong defense program able to meet all contingencies.

It called for strengthening NATO, reaffirmed strong support for Israel, noting that Egyptian President Anwar Sadat's visit to Jerusalem constituted de facto recognition, and pledged to continue to exert pressure against apartheid and the denial of democracy and free trade unionism to the black workers of South Africa.

In the area of national affairs, convention resolutions affirmed AFL-CIO policies on urban affairs, housing financing state and local governments, energy, the environment, transportation, fair labor standards, unemployment and workers' compensation, pensions, education, social security, welfare reform, health security, civil rights, illegal aliens, voter registration, postal service, occupational health and safety, Hatch Act reform, criminal code revision, consumer protection, government policy on the arts.

The convention called for active participation in the 1978 elections and the need to keep elected officials aware of their voting records compared to campaign promises.

It paid tribute to Sen. Hubert H. Humphrey, who had brought the convention to its feet on its opening day with a telephone address, by supporting and endorsing the creation of the Hubert H. Humphrey Institute of Public Affairs at the University of Minnesota "both as a fitting tribute to our friend and brother and as a center in which tomorrow's statesmen may learn to continue the fight for freedom and justice in the spirit of Hubert H. Humphrey."

It singled out Federal Reserve Board Chairman Arthur Burns and his economic policies as a major element in prolonging unemployment and called on President Carter to replace him when his term expires.

The convention's sessions were reported, filmed and broadcast by a total of 406 representatives of press, television and radio and observed closely by a record 235 foreign trade union representatives representing 75 countries who were introduced to the delegates. There were addresses by representatives of the Canadian Labor Congress and the British Trades Union Congress.

Vladimir Bukovsky, a Soviet dissident freed a year ago, culminated an AFL-CIO sponsored speaking tour of major American cities with an address to the convention on conditions for workers in the USSR and the violations of the Helsinki agreement. His talk preceded the reading of the remarks sent by Sakharov to Meany.

886 Delegates Set Convention Policies

Los Angeles — The programs and policies adopted by the 12th AFL-CIO convention were voted on by 886 delegates representing 102 unions, 9 departments, 46 state central bodies and 193 local central bodies and 12 directly affiliated local unions.

Coverage of the convention for newspapers, magazines, radio and television was handled by 406 correspondents, including a sizeable contingent from the labor press.

Among the thousands of guests attending the sessions were 235 foreign trade unionists representing 75 countries.

WHO SAID a woman can't be sergeant-at-arms at an AFL-CIO convention? Janice Van Campenhout, who broke the tradition barrier, works at an occupation that used to be described as a telephone lineman. She is also a vice president of her Los Angeles local of the Communications Workers. The button that both she and George Meany are wearing declares, "A Woman's Place Is In Her Union."

Handclasp of Peace Links Israeli, Egyptian

Los Angeles—The leaders of the Israeli and Egyptian trade union movements met on the platform of the AFL-CIO convention and pledged their efforts to bring a lasting peace to the Middle East.

To a prolonged roaring ovation Yerucham Meshel, secretary-general of Histadrut, the Israeli Federation of Labor, and Saad Mohamed Ahmad, president of the Egyptian Federation of Trade Unions, raised their clasped hands with AFL-CIO President George Meany to signal trade union unity for peace.

After their brief, applause-marked talks to the convention, Meany told the delegates "our job is to encourage them to the greatest degree possible to bring about peace in this very, very vital area of the world."

Meany gave them a dual introduction to the convention to underscore the joint appearances as "significant of what is going on in that part of the world today, and it is also significant in the sense that both of these groups expect the American people and certainly the AFL-CIO to make whatever contribution is necessary" to bring peace to the Middle East.

Meshel, speaking first, thanked the AFL-CIO for its support and said "it is evident there can be freedom and peace between us and our neighbors." Pointing out that he had met Egyptian President Anwar Sadat on his visit to Jerusalem, Meshel said "he wants peace and he will get peace."

He added that Histadrut is looking forward to a meeting with Egyptian trade union leaders very soon. He thanked Meany for bringing together on the same platform trade union representatives of the two countries, declaring "this must continue, friendship between workers, friendship with labor which will bring a lasting and just peace in Israel."

Ahmad said he looked forward to close cooperation between the Egyptian and American trade union movements. He said Sadat's "bold and courageous step" represents a "realistic attitude towards a just peace in the Middle East" and the feeling in Egypt that this is the time to employ "all our efforts and strength towards building our country and bringing about a secure and happy life for all peoples in the region."

The Egyptian people support Sadat, he said, and "condemn those who cry out empty slogans, thinking that the issue could be solved by empty rhetoric, which is far from reality and the truth."

He said that during his visit with Sadat to Jerusalem he "sensed a good feeling among the Israeli people and their design for true peace," and pledged that "we will work toward the final elimination of war which marked the history of the Middle East for too many years."

Lack of Federal Funds Deplored In Social Security Financing Plan

Los Angeles—The AFL-CIO welcomed action by Congress to put the social security system on a stronger financial footing, but expressed regret that President Carter's plan to bring some federal funds into the program was not adopted.

A convention resolution said that "a gradually increasing general revenue contribution" and other steps including taxing the total payroll of employers would make it possible "not only to resolve the financing problems of the social security program but to improve it as well."

It urged that benefits be adjusted for inflation at least every six months when the price index has gone up 3 percent or more. At present the adjustment is made annually.

Other recommendations included a special definition of disability for workers 55 or over in recognition of the difficulty of disabled older workers switching to an alternate occupation. And the convention asked optional early retirement at age 60 with a smaller reduction in benefits than present law requires.

Until a national health security program is enacted, the convention said, the Medicare program should be improved by including coverage of prescription drugs, eliminating the monthly premium for doctor services, and reducing the waiting period for disabled persons under 65 to qualify for coverage.

The resolution also asked improvements in the Supplemental Security Income program, which provides a federally guaranteed minimum level of income for the aged, blind and disabled.

One of its proposals was that Congress provide that SSI beneficiaries won't lose their eligibility for other public benefits, such as food stamps and Medicaid, when increased social security benefits put their incomes over the eligibility line.

In a separate area, the convention agreed to the recommendations of its Resolutions Committee to refer to the incoming Executive Council a group of resolutions dealing with the issue of social security coverage for public employees.

Unions in the public sector have been divided on the issue. The social security financing bill that was awaiting final action by Congress as the convention met provides for a study of the question.

If Congress does provide for such a study, the referral proposal said, "the AFL-CIO will closely watch this investigation to insure that any conclusions reached take full account of the need for full protection of the retirement rights of the millions of public employees and retirees."

It promised that the Executive Council will "consult affiliates representing public employees and the Public Employees Dept. before taking any action."

New Status Asked for Apprenticeship Bureau

Los Angeles — The Bureau of Apprenticeship & Training (BAT) should have independent status within the U.S. Dept. of Labor, the AFL-CIO convention said.

A convention resolution said BAT should be severed from the Employment of Training Administration and report directly to the secretary.

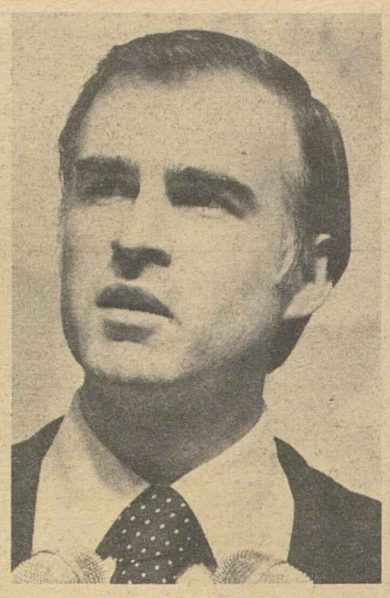
Such a move was made earlier for the Women's Bureau, it was noted, to allow "that bureau to participate more actively in all programs of the Labor Dept."

Wayne Morse Chair Backed at Oregon U.

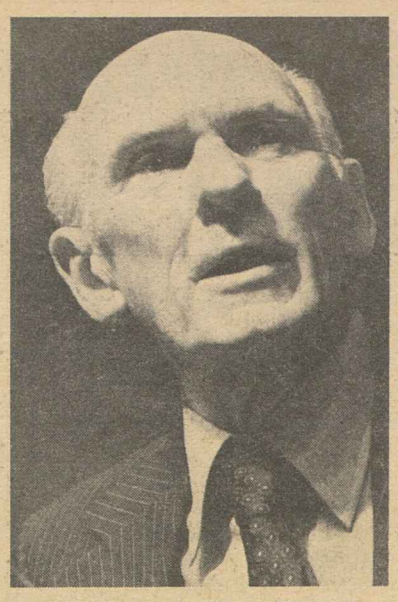
Los Angeles—Support was voted by the AFL-CIO convention for the creation of the Wayne L. Morse Chair of Law and Politics at the University of Oregon.

All AFL-CIO affiliates were urged to support the chair, named after the late senator and launched with a $500,000 congressional appropriation.

MAYOR BRADLEY



GOVERNOR BROWN



SENATOR CRANSTON

Worker Rights No Bar to Jobs, California Governor Declares

Los Angeles—Job creation can be accomplished with full protection for workers' rights and the record of the state of California proves it, its governor told the 12th AFL-CIO convention.

Gov. Edmund G. Brown, Jr., welcomed the convention with a rebuttal to anyone who says minimum wage, prevailing wage or job safety laws have to be suspended in the name of economic growth.

California, he noted, has had a minimum wage well above the national average and also a record of creating 15 percent of the nation's new jobs with only 10 percent of the population in the 18 months since the minimum was increased.

In more general terms, Brown said, it's a matter of the economy being run on a basis of need rather than greed. He recited repeated experiences in California where the needed protections in minimum wage, OSHA, Davis-Bacon and workers' compensation were maintained without damage from inflation or economic slowdown.

And that's not true of some of the schemes brought forth by the Chamber of Commerce, Brown said, "because there are a few items on their agenda that both of us have to make sure are not accomplished."

To the extent that the public doesn't understand that, elected officials with a good labor record have a problem, Brown said. He cited a poll that says labor has passed business as a source of inflation and said this kind of misperception must be overcome through expanding labor's coalitions with allies among the women's, senior citizen, youth, black and other minority groups that can enhance labor's image by telling the truth.

The truth, he said, is that labor's goals like prevailing wage and minimum wage are the best protection that young, women or senior workers can have. And every bit of that record has to be brought to bear on foreign trade, Brown said, so that it's known that a suit of clothes for sale in Los Angeles, New York or South Carolina was made "by working somebody 12 years of age 10 hours a day for $2 or $3 a day."

You're not talking about "comparative advantage" in trade with "some countries who work children, have no minimum wage, no 40-hour workweek and no other protections," Brown said. "Sometimes it's just plain old-fashioned exploitation."

Brown was one of a series of Californians who greeted the convention, including elected officials Sen. Alan Cranston, Los Angeles Mayor Tom Bradley and LA City Council President John Ferrarto. Bradley saluted the California labor movement—represented by LA central body officers William R. Robertson and J. J. Rodgriguez and California AFL-CIO head John F. Henning—for beating the initiative petition "that was being circulated under the guise of prohibiting public employee strikes."

The truth of that petition, Bradley said, is that "you and I know it would have wiped out many of the rights that you have gained over the years for workers" in the private sector as well as the public.

In addition to addressing the convention, Brown also met with the COPE operating committee and put in multiple appearances at convention-related events. Brown, who swept the four May primaries he entered late in the 1976 presidential sweepstakes, is up for re-election as governor in 1978.

Brown chided go-slow economists worried about inflation by citing what will be lost for the future if public investment is not made.

One is solar energy, Brown said, which will cost hundreds of millions of dollars to fulfill, "but it's a reality. The technology is here, all it takes is the political will."

"I think we can do it. But politicians can only do so much," Brown said. "The bottom line depends on what's outside on the street corner," in the minds of housewives and other people.

"Your ability to win the hearts and minds of people," Brown said, "makes it possible for people like me to do our job."

Coors Brewery Strikers Draw Renewed Support

Los Angeles—Labor's consumer boycott of Coors beer got the wholehearted support of the AFL-CIO convention as an all-out struggle to save the human rights of brewery workers who've been striking the Golden, Colo., beermaker for the past eight months.

A convention resolution called on all union members not to buy Coors beer until the firm agrees to a "fair and equitable contract that recognizes the basic human rights of its workers."

The Coors strike by the nearly 1,500 members of Directly Affiliated Local Union 366 began Apr. 5, three months after the old agreement expired. The resolution noted that Coors management insisted that the union give up long-held provisions on working conditions and benefits.

Coors also demanded contract language that would force workers to submit to lie-detector tests, reduce seniority protection, and wipe out earlier gains in shift differential wages, the resolution said.

David Sickler, the AFL-CIO's national director of the Coors boycott who had worked in the brewery for 14 years, told delegates that the company management is dedicated to the destruction of unions.

Sickler said that if members of DALU 366 had agreed to the contract that Coors demanded, "it would have been a document forfeiting all rights on the job . . . a document noting that democracy has to be left at the plant gates."

The boycott has had an impact on Coors, Sickler reported, as sales have plunged 20 percent—largely in California and Texas, two of the company's key market states. Meanwhile, Coors has launched a massive advertising campaign in an effort to offset the boycott's impact.

AFL-CIO President George Meany warned that Joseph Coors, the head of the company, is not just trying to break the brewery workers local. "He is trying to destroy the trade union movement in that area. He is trying to take away the constitutional rights of all workers."

Meany said that labor would continue the boycott as long as necessary—"until Coors understands that Americans will not buy the products of a company that violates human rights."

Noting the economic plight of the strikers, Meany appealed to all AFL-CIO affiliates for a special contribution so they and their families can enjoy the Christmas holidays.

Repair Funds Sought To Make Bridges Safe

Los Angeles — The AFL-CIO urged Congress to provide sufficient funds to make America's bridges safer, thereby preventing a recurrence of recent bridge collapses or buckling that resulted in deaths and injuries.

"Both the deterioration and obsolescence of federal-aid system bridges present serious safety hazards for American citizens," the federation noted in a resolution. According to latest Federal Highway Administration figures, 30,917 of the approximate 249,378 federal-aid system bridges—and an estimated one in every five non-federal system bridges—are in need of major repair or replacement, the AFL-CIO said.

Closer Look at Candidates:

Major COPE Effort Set for '78 Elections

Los Angeles—History is against political gains for labor in the 1978 elections, the convention stated, making a redoubling of effort vital.

The AFL-CIO Committee on Political Education (COPE) had its biggest year ever in 1976, when a President and just more than 70 percent of its endorsed candidates for the House, Senate and governorships won.

That will be hard to defend in 1978 since the party in the White House historically loses ground in the off-year election, it was noted.

And no progress was made in 1977 in making it easier for Americans to vote.

The convention re-pledged the labor movement to seeking on-site election registration and public election financing, getting the collection of money completely out of labor's electoral process.

The reasons for that, the convention noted, are that workers can never match political contributions of the wealthy anyway, and candidates should be freed from the time lost on fund-raising.

"The AFL-CIO itself would like to spend less time, energy and resources on political fund-raising efforts and be able, instead, to devote its efforts to building more effective political education and political action programs," one resolution said.

The resolution noted that a breakthrough was scored in public finance on presidential elections and urged its extension to congressional campaigns.

Meantime, since none of that has happened yet, the convention urged the utmost cooperation with COPE by affiliates, including special attention to the prospect of bargaining a contribution to COPE through payroll checkoff. A 1976 election law amendment made such checkoffs legal for the first time.

And the convention also warned state and local COPEs to take a closer look at the candidates it endorses, because "an increasing number of labor-supported candidates for public office are failing to make good on campaign pledges to respect the rights of workers and cooperate with their efforts."

Other methods of assuring labor an all-out political effort in the 1978 elections were urged by the convention:

- Formation of a functioning COPE committee in every local union that does not have one.
- Increased efforts to communicate with members on issues and records of candidates.

The entire effort, the convention warned, is especially urgent in 1978 because many friendly House and Senate candidates will face "extremely difficult election contests, compounded by unprecedented fund-raising by radical right-wing groups."

Schlesinger Sees Tie In Energy, Job Growth

Los Angeles — The Carter Administration's wide-ranging energy program is designed to meet the needs of an expanding economy that will provide more jobs, Energy Sec. James R. Schlesinger declared at the AFL-CIO convention.

Schlesinger also called for continued efforts to reduce the nation's reliance on foreign suppliers through better development of domestic energy resources and added emphasis on the use of alternative sources of fuel.

"Unless we have that economic expansion in the face of growing energy difficulties, we will find that we are unable to maintain either the economy or the American way of life," he warned.

"Energy for economic activity must have first claim upon the available supplies of energy, and there must be adequate energy to keep our factories going."

Schlesinger also warned against an anti-growth philosophy based on the contention that over-emphasis on expansion would endanger the environment.

"Restraining growth means restraining the growth of jobs; it means the failure to provide the best part of the American way of life to a growing number of our citizens," he said.

Noting that the AFL-CIO has strongly endorsed proposals for the creation of new energy sources, including the construction of nuclear plants, Schlesinger said that the Administration will soon introduce a nuclear licensing bill in Congress designed to make better use of nuclear energy.

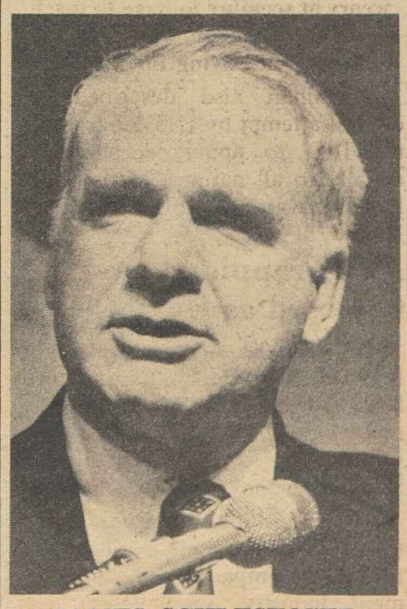
"We have no truck with an anti-growth philosophy, because it endangers the living standards of every American," he told the applauding delegates.

"We must focus upon the expansion of the economy and the expansion of jobs. We are now in a position in which our balance of trade deficit reaches almost $30 billion a year, principally due to our dependence on foreign sources of energy supply.

"If we are able to reverse that," Schlesinger said "we will be in a position to use those resources here at home, rather than exporting employment."

He pointed out that the United States now imports almost 50 percent of the oil it uses and that the level continues to grow. The increased dependence on oil imports has not only widened the nation's vulnerability, but it also has diminished its latitude in foreign policy and its objectives, Schlesinger said.

President Carter's energy proposals would cut the level of oil imports from 50 percent to 25 percent by 1985, he said.



JAMES SCHLESINGER

Follow-Up Campaigns Mapped:

Labor Law Reform Seen Spurring Organizing Effort

Los Angeles—The trade union movement will follow up its campaign for labor law reform with active organizing drives to which many unions and departments have already committed major resources.

That was the clear message from the AFL-CIO convention—punctuated by delegates speaking from the floor as well as in the resolutions adopted.

A resolution on labor law reform warned against taking for granted Senate approval of the legislation the House passed by a large margin.

"All the tactics of delay and obfuscation that failed in the House will be repeated and stepped up, if possible, in the coming battle in the Senate," the resolution predicted.

It called on the Senate leadership "to stand firm against filibusters or other delaying tactics."

But while legislation is needed to protect the rights of workers, the job of organizing remains "a major task and never-ending commitment of the American labor movement."

In the order in which they spoke, here are some of the things that delegates said during discussion of the organizing resolution:

- Leon Lynch, vice president of the Steelworkers, talked of what unions mean to black workers and urged that the coalitions labor and black community groups have formed on so many issues be applied to organizing as well. The black worker with a union card, he noted, earns an average of above $2,000 a year more than the non-union black worker.

- George Hardy, president of the Service Employees, stressed the success of coordinated organizing campaigns involving a group of unions. He said the 15-year-old effort by the Los Angeles-Orange County Organizing Committee has been a big factor in overcoming the region's former reputation as notoriously hostile to unions.

Hardy urged unions to keep up with the changing problems of organizing through workshops and development of new techniques.

- Charles Hayes, vice president and organizing director of the Meat Cutters, cautioned against any illusion that labor law reform will "solve all our problems" in organizing.

Because of job losses from imports and new technologies, unions have had to run hard just to stay still in terms of membership, he noted. But with the vast majority of the nation's workforce still unorganized, "there is a fertile field" for the trade union movement.

- William Sidell, president of the Carpenters, stressed that unions can't afford the "luxury" of fighting over organizing jurisdiction.

He welcomed the fact that unions in the Building & Construction Trades Dept. "for the first time in their history have taxed themselves so that they can develop a coordinated organizing program, particularly in the housing field."

And after workers are organized, he cautioned, continuing education programs are needed to make them understand trade unionism so that they don't drop out when they are out of work.

- Edward Donahue, vice president of the Graphic Arts union, said unions can't continue to rely on existing locals in large centers of population to do all the organizing that needs to be done.

"Our industry, like so many others," he said, "is moving to rural America where there aren't any locals, where there is not a tradition of trade unionism."

The convention resolution stressed the potential of the National Organizing Coordinating Committee that was established early this year, and urged affiliates that have not done so to assign high-level representatives to it.

A separate resolution dealt with the broad range of related activities of the AFL-CIO's Dept. of Organization & Field Services. It directed the department to:

- Help coordinate labor's support for authorized boycotts.

- Continue to help public sector organizing and work with the Public Employee Dept. at the state and local levels.

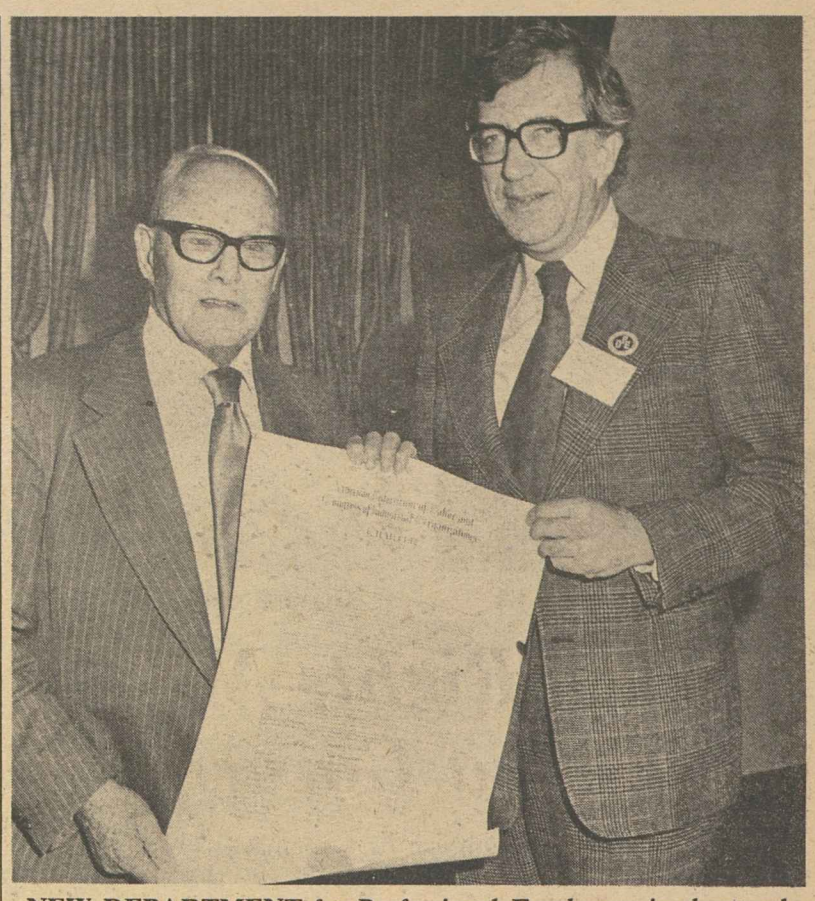
- Provide special assistance to the Farm Workers. The resolution reiterated the AFL-CIO's pledge that, "We are with you and we will stay with you until you have built a union strong enough to stand alone."

The resolution said the Dept. of Organization & Field Services "will continue to serve as a conduit of AFL-CIO assistance to the United Farm Workers in its organizing programs, and to work with other AFL-CIO departments in developing programs for the members of the UFW."

- Work through the Conference of Auxiliaries to develop programs. The convention urged affiliates and central bodies to cooperate "in developing the potential of auxiliary programs."

- Explore with local unions that are directly affiliated with the AFL-CIO the possibility of affiliating with international unions better able to provide continuing service.

- Assist efforts to increase affiliation of local unions with state and city central bodies.



NEW DEPARTMENT for Professional Employees is chartered by the AFL-CIO. Federation President George Meany presents the charter to the department president, Albert Shanker, who is also president of the Teachers.

All-Out Effort Spurred For Equal Rights Clause

Los Angeles—The Equal Rights Amendment has been ratified by only one additional state in the past 18 months and it's got to have three more in the next 15 months, the convention said in pledging the AFL-CIO to "redouble efforts on behalf of the ERA."

The convention mapped an all-out drive for ERA ratification that calls on AFL-CIO federations and affiliates to:

- Press state legislators for ratification.

- Publicize labor's ERA position.

- Give financial support to pro-ERA forces.

- Step up information about ERA within the labor movement.

- Join community ERA coalitions or—where necessary—form one.

- Reach across state lines with the effort so that labor in the 35 states that have already ratified help in the quest for the remaining three. For women, the resolution said, the ERA is essential to equality, a principle basic to labor.

The deadline is March 1979, the resolution noted, for ratification by two-thirds of the states. Since there's not much hope for the final legislative sessions of that year, it means the deadline is immediately ahead in the 1978 state legislative sessions.

It was also noted that ERA is up against strong, unified opposition that reads like a Who's Who of the nation's anti-labor forces.

That opposition includes the John Birch Society, the Conservative Caucus and the recently formed STOP ERA, it was noted.

Speaking on behalf of the resolution, Clothing & Textile Workers' Vice President Joyce Miller stressed that stopping ERA would give new momentum to the right-wing forces.

She stressed that other goals on their agenda is to stop minimum wage, labor law reform, child care, the Humphrey-Hawkins bill, National Health Security, and ratification of the Panama Canal treaties.

"We all know that there can be no economic equality for women unless we have full employment," Miller told the convention. She is also the new president of the Coalition of Labor Union Women (CLUW).

A related resolution, calling for extension of the deadline on ratification of ERA, was referred to the Executive Council.

Moynihan Hails Constructive Role Of U.S. Unions in World Affairs

Los Angeles—Sen. Daniel Patrick Moynihan (D-N.Y.) told the 12th convention that organized labor should be every bit as recognized as "a stable, powerful and constructive" voice in foreign affairs as it is in domestic affairs.

Moynihan traced the consistency of labor foreign policy to its long, carefully drawn battle over the ILO—to get into it in 1934. That position was just as consistent between the years 1919 and 1934 as was the decision to withdraw between 1975 and 1977, he said.

Overall, Moynihan noted that there have been 42 secretaries of state during the tenure of four AFL and AFL-CIO presidents and declared:

"It is not for nothing that the labor movement gets a little weary at seeming to have to teach one after another what kind of world we are living in."

Moynihan also described the careful attempt by U.S. labor to get the ILO to apply its standards equally to all nations. Withdrawal, he said, was anything but precipitate. "As an advantage of being new to Washington, the President saw the correctness of the labor movement's position and came down on our side," Moynihan said.

Anyone who has been in Washington long enough would have been steeped in the Foggy Bottom credo, Moynihan said, reciting it as: "Why doesn't the AFL-CIO understand that the world has changed and that the Russians are too powerful an enemy to be angered and the rest of the countries of the world want to go along with it."

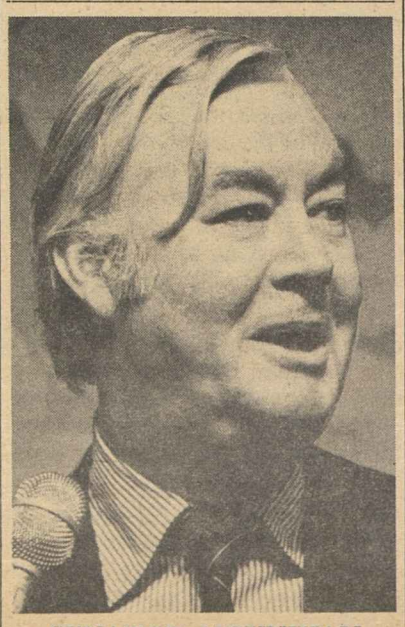
"Well, I'll tell you why the AFL-CIO doesn't understand, because it's not true," Moynihan said. Fear of being unpleasant with the USSR, he said, is born of failure to understand that "the Soviet Union will not ever begin to change until they understand that in our implacability to what totalitarianism stands for, we will never change."

Moynihan said it would be refreshing if Sec. of State Cyrus Vance would fly to Moscow and ask why Andrei Sakharov wasn't at the AFL-CIO convention. He suggested that the recent State Dept. decision to let Russia's so-called trade unionists visit here wasn't so bad, "let our people get a look at the bastards."

Moynihan recalled trying to tell textile manufacturers how much damage J. P. Stevens's image does them around the world.

"When you have a union on your side you're doubly strong and more able to make your point because you represent people and not just capital," Moynihan said. Conversely, textile manufacturers have no right to expect U.S. government negotiators to go into reciprocal trade talks and defend the J. P. Stevens image, he said.

Moynihan noted that the London Times recently reported a rally by the Polish Committee for the Defense of the Workers and said the spirit of freedom is there, intact. It follows from Sakharov, from Aleksandr Solzhenitsyn's Nobel Prize and from as far back as 1947 when the AFL alone had the courage to print a map of the Gulag Archipelago, Moynihan said.



SENATOR MOYNIHAN

Anti-Trapping Laws Opposed as Harmful

Los Angeles—Attempts to outlaw the use of leghold traps or to ban the trapping of furbearing animals should be opposed by AFL-CIO affiliates and state and central bodies, the convention urged.

Such legislation or state constitutional amendments would have an adverse impact on the fur garment industry, employment and farmers, the AFL-CIO said.

Delegates Back Plans to Push Union Label

Los Angeles — All AFL-CIO affiliates were urged to participate in the Union-Industries Shows and in the observance of the Union Label Weeks during 1978 and 1979.

Resolutions adopted at the federation's 12th convention noted that the coming events sponsored by the Union Label & Service Trades Dept. are designed to promote greater public awareness of union-made products and the skills of union members.

The Union-Industries Shows contribute to a better understanding of the jobs and goals of the workers who make up the trade union movement, the resolutions noted.

The convention also called for efforts to expand participation in the Union Label Week observances on both the national and local level. Union Label Weeks are scheduled for Sept. 4-9, 1978, and Sept. 3-9, 1979.

NEWLY ELECTED AFL-CIO vice presidents are welcomed to the federation's Executive Council by President George Meany and Sec.-Treas. Lane Kirkland. From left: Alvin E. Heaps, president of the Retail, Wholesale & Dept. Store Union; Harry R. Poole, president of the Meat Cutters; William H. Wynn, president of the Retail Clerks; Meany; William W. Winpisinger, president of the Machinists; Emmet Andrews, president of the Postal Workers, and Kirkland.

Convention Re-Elects Top Officers, Names Five New Vice Presidents

Los Angeles—Five new members were elected to the AFL-CIO Executive Council to replace vice presidents who have retired or died, and seven others were elected for their first full terms.

The convention gave its unanimous vote to the 33 vice presidents, President George Meany and Sec.-Treas. Lane Kirkland to lead the federation for the next two years. Meany has been president of the AFL-CIO since the merger in 1955; Kirkland has been secretary-treasurer since 1969.

The five new council members are Emmet Andrews, president of the Postal Workers Union; Alvin E. Heaps, president of the Retail, Wholesale & Dept. Store Union; Harry R. Poole, president of the Meat Cutters & Butcher Workmen; William W. Winpisinger, president of the Machinists & Aerospace Workers, and William H. Wynn, president of the Retail Clerks.

Leaving the council were Max Greenberg of the RWDSU; C. L. Dennis of the Railway & Airline Clerks; Floyd E. Smith of the Machinists; Sol Stetin of the Clothing & Textile Workers. James T. Housewright of the Retail Clerks died a few months before the convention.

Andrews, 60, was elected president of the Postal Workers in May 1977. He served as the union's industrial director from 1972 until his election as president. He has been active in the trade union movement for more than 40 years since going to work as a postal clerk in San Francisco. He was elected a vice president of the union in 1963 and head of the clerk craft following the 1971 merger of postal unions that created the APWU.

Heaps, 58, was elected president of RWDSU in January 1976. He joined the union in 1941 and in 1946 became president of the Chicago Joint Board. He was elected secretary-treasurer of the RWDSU in 1948 and serves on executive boards of AFL-CIO constitutional departments and on the executive committees of international trade secretaries.

Poole, 62, has been a member of the Meat Cutters since 1935, joining in Philadelphia and becoming a business agent and organizer a year later. He became an international representative in 1941 and executive vice president in 1955 and was elected president of the union in July 1976.

Winpisinger, 52, a member of the Machinists since 1947, worked as an automotive diesel mechanic and became president of his Cleveland local in 1951. Moving to field representative, he was elected a vice president in 1967 serving as head of the union's transportation department then as headquarters chief of staff before his election as president in 1977.

Wynn, 47, was elected head of the Retail Clerks earlier this year to fill the vacancy created by the death of Housewright. He has been a member of the RCIU since 1948 and served as a business representative in South Bend, Ind. He went on to a number of posts in four of the union's nine divisions and was elected a vice president in 1972 and secretary-treasurer in 1976.

Re-elected as vice presidents of the AFL-CIO were Paul Hall, John H. Lyons, A. F. Grospiron, Matthew Guinan, Peter Bommarito, Thomas W. Gleason, Frederick O'Neal, Jerry Wurf, S. Frank Raftery, George Hardy, A. H. Chesser, Martin J. Ward, William Sidell, Murray H. Finley, Joseph P. Tonelli, Albert Shanker, C. L. Dellums, Glenn E. Watts, Sol C. Chaikin, Hal C. Davis, and Edward T. Hanley.

Elected for their first full terms were Angelo Fosco, Charles H. Pillard, William H. McClennan, J. C. Turner, Lloyd McBride, David J. Fitzmaurice, and Kenneth T. Blaylock.

Meany told the delegates after a prolonged standing ovation marking his re-election that "I dedicate myself for the next two years to try to put the program (of this convention) into effect—labor law reform, which is so important to bring justice to the workplace; national health insurance and the success of the boycott of the most vicious anti-union employer in America, J. P. Stevens."

Kirkland said that there is "no other concern more worthy of the energy and the resources of a free trade union movement" than the issue of human rights and human values in America and the world at large, "the major theme of this convention."

Tax Program Demands Shutting Off Loopholes

Los Angeles—Labor's program for tax justice demands an end to the "preferences and special privileges" available to wealthy individuals and multinational corporations.

It calls for using increased revenues "to fund essential programs and provide appropriate relief for low- and middle-income Americans."

As for proposals for new business tax cuts, higher investment tax credits and other "dubious tax incentives," the AFL-CIO considers them both unnecessary and contrary to the goal of tax justice.

Businessmen invest in new plants and equipment "only when they are confident that they will have customers." And the way to create customers, the convention resolution affirmed, is to put the unemployed back to work.

The AFL-CIO termed the capital gains tax loophole "the single most significant impediment to tax justice." By imposing only a half tax on unearned income from stocks and other property sold at a profit, the government loses $8 billion a year in tax revenue.

Other tax justice proposals adopted by the delegates include:

- Replacement of the tax-exempt status of state and local bonds with a federal interest subsidy that would broaden the market for public bond issues while providing a net gain for the federal Treasury.
- An end to the assortment of tax loopholes available to speculators who invest in an assortment of tax shelter devices including mineral exploration and oil drilling.
- Elimination of the maximum tax provision which costs the government $700 million a year in revenue.

The convention expressed concern at the continuing destruction of American jobs because U.S.-based multinational companies have an incentive under our tax laws to move jobs, capital and technology abroad.

It spelled out changes needed in the tax laws to overcome this tilt, and it urged "complete elimination" of the Domestic International Sales Corp., which allows corporations "to defer, perhaps indefinitely, taxes on substantial portions of export profits."

Supermarket Chain:

Winn-Dixie Stores Target of Boycott

Los Angeles—A nationwide consumer boycott of the Winn-Dixie supermarket chain—described as the "J. P. Stevens of the food industry"—was unanimously endorsed by the AFL-CIO convention.

A convention resolution accused Winn-Dixie of conducting an anti-labor campaign for the past two decades by illegally firing workers, withholding wage increases and threatening economic sanctions for union activity.

In voicing support for the efforts of the AFL-CIO Food & Beverage Trades Dept., the Bakery & Confectionery Workers, Retail Clerks and the Meat Cutters, the convention also called for extending the boycott to Winn-Dixie's subsidiaries, Foodway, Inc., and Buddies.

The resolution also urged that all AFL-CIO affiliates withdraw any investments that may have been channeled through pension funds into the anti-union chain.

There is no firm in the food and beverage trades industry that is a "more flagrant, relentless and vicious violator of national labor law and employee rights" than Winn-Dixie and its subsidiaries, the resolution declared.

It pointed out that the firm's illegal activities are documented in numerous National Labor Relations Board decisions ordering the company to recognize and bargain with labor organizations representing employees.

But Winn-Dixie has repeatedly ignored and defied the rulings, and the violations continue despite 12 decisions by the NLRB and seven by U.S. appelate courts.

President William H. Wynn of the Retail Clerks told delegates that although Winn-Dixie employs about 100,000 workers, not one of them enjoys the rights of collective bargaining.

"This is an employer that does not deserve union dollars spent in its stores," Wynn said in calling for the convention's support of what he warned would be long and extremely hard battle.

"But we believe that if we do it in the right manner," Wynn said, "we can bring this employer to a position where someday the employees of Winn-Dixie will reap the benefits of collective bargaining."

President Harry R. Poole of the Meat Cutters reported to the convention that Winn-Dixie employees at Jacksonville, Fla., sought to be represented by the Meat Cutters.

Yet 18 years later, because of the company's continued violation of federal labor law, Poole pointed out that "those employees and other employees of the company are still unable to enjoy the fruitful results of self-organization and legitimate collective bargaining."

Warning Issued on U.S. Labor Party

Los Angeles—All AFL-CIO affiliates should be warned that the so-called U.S. Labor Party has nothing to do with legitimate unions but is a well-financed group with "some pseudo-Marxist aim."

A convention resolution said the group is committed to "the overthrow of the present leadership of American unions. Affiliates were also alerted to such tricks as trying "to tell building trades union leaders that it is strongly in favor of nuclear power."

Convention Votes Boost To 16-Cent Per Capita

Los Angeles—Delegates to the 12th AFL-CIO convention unanimously voted to increase the per capita payment to the AFL-CIO to 16 cents per member per month effective Jan. 1, 1978.

The unanimous vote of the convention was on a recommendation of the Executive Council to increase per capita payments from 13 to 16 cents to take care of a current deficit and to more adequately meet the projected expenses in coming years.

The council's supplemental report to the convention said that there would be an estimated deficit of $476,000 for the last six months of 1977 and that anticipation of an increase in operating costs and repayment of a bank line of credit for construction purposes would require a 3-cent increase in per capita.

The convention also voted to amend the preamble to the AFL-CIO constitution to stress that one of the goals and objectives of the labor movement is that the family unit live in comfort and dignity. The preamble will now read in part, "to the attainment of security for all the people sufficient to enable workers and their families to live in dignity."

The constitution was updated also to note new constitutional departments set up by the Executive Council in the past few years and list them and make other minor corrections in language.

The constitution committee initiated two proposals to increase the salaries of the executive officers and the convention voted unanimous approval. The committee noted that the last increase in the salaries of the president and secretary-treasurer was in 1971, six years ago, and that during this period inflation had continued unabated.

The president's salary will go from $90,000 to $110,000 a year and the secretary-treasurer's from $60,000 to $90,000.

Job Aid Urged For Handicapped

Los Angeles — The AFL-CIO urged the employment of all qualified handicapped individuals, and called for affirmative action legislation requiring government contractors and subcontractors to take steps to employ such workers.

In a resolution at its convention here, the federation also called for efforts to eliminate not only architectural barriers which prevent millions of handicapped individuals from working but also those that exist in such places as hotels, museums, and parks which prevent these citizens from participating in the normal activities of society.

The federation urged affiliated unions to negotiate with employers to protect qualified disabled workers from being denied continued employment.

Resolution Honors Abel For 40 Years of Service

Los Angeles—Delegates to the AFL-CIO convention expressed with warm words and a formal resolution the labor movement's gratitude to I. W. Abel.

The resolution cited Abel's leadership as president of the Steelworkers, a vice president of the AFL-CIO, president of the Industrial Union Dept., chairman of the AFL-CIO Economic Policy Committee, and Resolutions Committee chairman at AFL-CIO conventions.

He stepped down from all of these positions this year, and AFL-CIO President George Meany took the microphone to say with feeling:

"If there ever was a solid American trade unionist, if there ever was a trade unionist who never got away from his members . . . who never got away from their problems, it was I. W. Abel."

Abel thanked the delegates and described his 40 years as a union officer as "a great privilege."

He said he was both surprised and moved by the convention's action, and deeply appreciated the "thoughtfulness that comes with it."

Urban League Director Cites Job-Rights Link

Los Angeles—The Humphrey-Hawkins bill is a great start, but a lot more is needed before America can say it has made a commitment to full employment, Vernon Jordan told the AFL-CIO's 12th convention.

Jordan, executive director of the National Urban League, noted that Humphrey-Hawkins sets a goal of 4 percent unemployment and has "symbolic value," but pointed out that it would leave a black unemployment rate of 8 percent, since the black rate is historically double the white rate.

"Realism demands that, welcome as Humphrey-Hawkins is, it is nowhere near the commitment to full employment that the nation needs," Jordan said.

Jordan recalled that he had made much the same point at the Urban League convention in July 1977 in a widely publicized call on President Carter for action to benefit black Americans.

"I got support from the Congressional Black Caucus and the civil rights community across the country," Jordan recalled, "but support from the white community was almost inaudible except for George Meany and the AFL-CIO."

That was true, Jordan said, because the AFL-CIO and the Urban League both have long recognized that deprivation and unemployment are not a black problem nor a white problem, but a mutual problem.

"Unemployment hits blacks hardest," he said, "but in a depression everyone hurts, bad."

And both groups have to keep reminding elected officials "that we blacks and labor got out the vote, and that we made the difference.

"Then if that is not understood we must remind them that the labor vote giveth and the labor vote taketh away; the black vote giveth and the black vote taketh away," Jordan said. After his address, Meany thanked Jordan "for laying it on the line. I like that."

What is needed today is an urban Marshall plan, Jordan said, that does for America's inner cities what U.S. Marshall Plan dollars did for German cities like Dusseldorf, Cologne, Frankfurt and Berlin, which he said he visited recently.

Too often before, Jordan complained, there has been a "suburban Marshall plan," which used subsidized highway, housing and fiscal programs to "consciously drain population and industries from urban areas."

What's true of areas around a city is also true of the nation as a whole, Jordan said, and he called on blacks to resist the transfer of jobs to low-wage, non-union areas because it means "lower standards for all workers and especially for those in marginal jobs."

"On nearly all points of the economic and social compass," Jordan said, "our interests as blacks and labor converge. Meaningful jobs for everyone who wants to work must be the cornerstone for both."

For unions, it means organize the unorganized—and that helps blacks, it means support of organized labor's goals because "together we will overcome, divided we will succumb to our common enemies."

United Nations Action Asked On Ireland

Los Angeles—An end to imprisonment without trial, introduction of a peace-keeping force and free elections were urged for Northern Ireland by the AFL-CIO convention.

Noting that the tragedy of Northern Ireland has now entered its eighth year, the resolution called for a United Nations peace-keeping force after consultation with the governments of Great Britain and the Irish Republic.

"An election on the question of independence for Ireland should be held in all of Ireland and not merely in the six counties of a partitioned province that is neither a political nor historical entity," the convention declared.

Should that vote call for an independent republic as it did in 1918, the resolution said, then a UN commission should "summon and supervise a constitutional convention to provide for laws assuring the civil and religious liberty of all the people in the nation."

Meanwhile, the policy of imprisonment without trial that has prevailed for 50 years should be ended, it was urged.

In addition to political actions, the resolution called on the U.S. and governments of the Common Market countries to "focus upon the economic plight of the people of Northern Ireland."

'Lifelong Learning':

Labor Reaffirms Commitment To Quality Education for All

Los Angeles—For more than a century, organized labor has championed "quality education within the reach of every citizen," the AFL-CIO convention recalled—and said today's rapidly changing job market makes the call more urgent than ever.

Programs from early childhood to "lifelong education" were spelled out by a convention resolution that stressed equality of access for those limited by income, physical handicap, minority group membership or foreign language heritage.

A separate resolution put the AFL-CIO on record as opposing spinning a Dept. of Education off from the current U.S. Dept. of Health, Education & Welfare.

"The structural isolation of education will solve nothing," the convention declared.

"The Administration must surely increase the federal commitment to education," the resolution said. "But the urgency of this demand can be demonstrated best through the building of political alliances within the education community and between education and the labor voices supporting welfare reform, health reform and expanded employment."

Speaking on the resolution, Sec.-Treas. William Lucy of the State, County & Municipal Employees urged that labor "take a position on behalf of education, whether it is in a separate department or any other form."

Lucy was a member of the convention's education committee, whose report was made by its chairman, Albert Shanker, president of the Teachers.

The convention covered educational concerns of the nation in the categories of equal opportunity, early childhood, elementary and secondary education, vocational education, career education, higher education and lifelong and workers' education.

The resolution praised AFL-CIO affiliates and local bodies for their hard work, often behind the scenes, in the cause of equal educational opportunity through countless meetings with school boards and local groups on local integration plans. Despite some flareups over busing, the convention noted integration achieved "without violence or turmoil."

A call to get the profit motive out of child care was joined with recommendation of coordinated systems that include health and nutrition; using public schools as the "presumed prime sponsor" of child care; effective parent involvement; full protection of job rights for employees and assurance that welfare mothers get an equal chance at quality care.

The convention opposed switching Title 1 funds into block grants and urged that elementary and secondary education programs give special care to the needs of the bilingual and the handicapped.

Congress was urged to lift the funding of vocational education up to authorized levels and to take care that the "program related to actual employment and job needs." The resolution condemned so-called career education programs that are only "a disguise for efforts to negate child labor laws, health and safety standards and minimum wage laws."

"The higher education system is in danger of becoming a haven for the children of the upper classes only," the resolution warned, and urged that this trend be countered by "the best form of student aid—low tuition."

This doesn't mean temporary gimmicks like tax credits for tuition payments, it was noted, because tax credits aren't any good to people who didn't have the money for tuition in the first place.

"The ultimate goal for this nation must be free tuition in the field of higher education," the convention declared, reiterating one of labor's oldest politics.

The committee's report indicated support for the concept of a national labor archival project at the George Meany Center for Labor Studies, whose facilities all affiliates were urged to utilize to the fullest.

Federal attention is needed to expand adult learning programs, it was noted, and unions can look at taking tuition refund arrangements to management at the bargaining table. Overall, the convention observed, "adult education should be broadened into the context of lifelong learning."

NAACP Leader Asks Partnership In Major Voter Registration Drive

Los Angeles—One way to "extend, renew and invigorate the partnership" between the labor and civil rights communities is through a massive 1978 voter registration program, the executive director of the NAACP told the AFL-CIO convention.

Benjamin Hooks traced the affinity between labor and the civil rights movement through his native Memphis, Tenn., where he saw labor organizers beaten down by goons in the streets in the 1930s.

Today, he said, labor and the NAACP are still working together to fulfill the rights allegedly won previously.

Blacks face America with an uncashed check in their pocket, Hooks said, and it calls for jobs, minimum wage, national health insurance—all labor's historical goals. He thanked the AFL-CIO for its support, financial and otherwise, of the NAACP.

Specifically, he praised AFL-CIO President George Meany for marching for justice when it was not fashionable and pledged NAACP support for labor law reform, situs picketing and repeal of 14(b) and noted NAACP legislative director Clarence Mitchell's chairmanship of the Coalition for a Fair Minimum Wage.

"We in the civil rights community do not take kindly to the abuse and cheap shots being hurled at George Meany by people jealous of his stature," Hooks said.

It was the first AFL-CIO convention for Hooks, elected NAACP executive director in July 1977 after a career as lawyer and judge in his native Memphis and a member of the Federal Communications Commission.

The changes in Memphis, he noted, were equally the work of the civil rights and labor movement, and he thanked COPE for its help in swelling black voting rolls in Shelby County from 7,000 to 127,000.

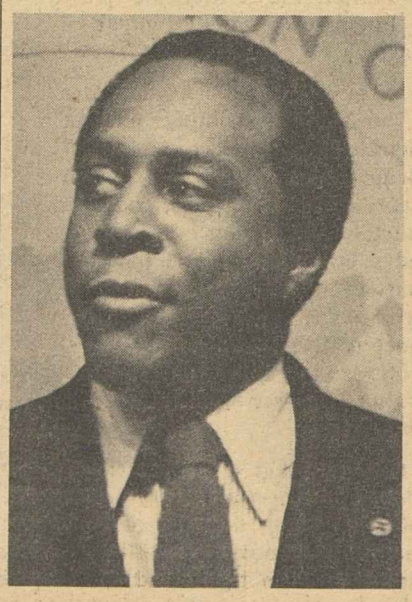
Voter registration is one of the direct tools for the job ahead, Hooks said, and that task starts with passage of the Humphrey-Hawkins bill.

"If the truth were told," Hooks said, the unemployment rate in the nation "is closer to 10 percent" instead of the reported 7 percent. "And in the black community it's 20 percent. Among black teenagers it's 40 and 50 percent and this is intolerable."

He thanked labor for its previous help in outreach programs and said "I think we can count on your continued support for positive, affirmative action programs. The NAACP has never been in favor of rigid quotas, but we do believe in goals and timetables that will bring into the mainstream of American life those who have been artificially and systematically excluded from it."

Hooks recalled how his predecessor, Roy Wilkins, was called an Uncle Tom for not hating "whitey" in the 1960s and said, conversely, "I know some of you have been called nigger lovers."

But both the AFL-CIO and NAACP have outlived many obituary writers, he noted, as has the two groups' affinity for each other.



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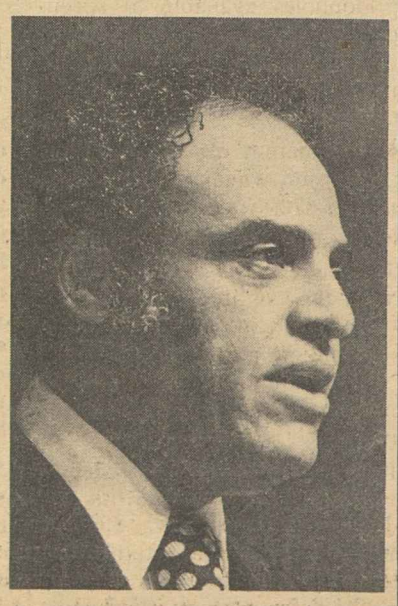

BENJAMIN HOOKS

A New Trade Policy

U.S. FOREIGN TRADE and investment policy must be balanced with America's need for jobs. Foreign economic policy should be geared to America's need for a strong, growing economy. The Trade Act and other legislation should be administered to assure American domestic production as well as to encourage world trade. Fair trade and reciprocal relations are basic to policies that will help America and the world.

Negotiations with other nations should be based on the needs of the U.S. economy, not political expediency. The goal must be an expansion of trade based on fairness, reciprocity and mutual benefit.

New legislation is needed to regulate exports and imports. Exports in short supply should be subject to export controls, import relief provisions must be designed to assure adequate safeguards for the U.S. economy. Tax policies need to be reviewed both in terms of equity and in terms of their impact on trade. Imports of products and parts of products should be made identifiable by clear labeling as to country of origin.

Dumping of foreign-made products in the United States must be ended. Both quick enforcement of existing law and new legislation to assure government action should be adopted.

Countervailing duty laws against imports subsidized by foreign governments should be speedily enforced and no injury test should be required for subsidized imports.

In addition to these unfair trade practices, many foreign governments control their industries and manage their economies. U.S. policy and law have not adjusted to these world changes.

Quantitative restraints on imports are, therefore essential to assure that U.S. industry can develop and remain diversified at home. Like quantitative restraints abroad, such regulations will not be designed to stop trade, but will assure imports in keeping with the nation's well-being.

New trade barriers have been added by other countries in recent years—quotas, tariffs and dumping duties. Most countries of the world have unwritten barriers to trade.

The United States has published laws, public procedures and stated poliices. Against this background, negotiations to reduce tariffs are now going on. The AFL-CIO urges the Administration to insure that current negotiations and agreements protect the vital interests of American workers and industry. This means recognizing that U.S. tariffs are already low when compared to those of many other nations and that the U.S. cannot rely on the types of non-tariff barriers that are common practice abroad.

THE AFL-CIO SUPPORTS healthy, fair trade that will build a strong American economy. We oppose the continued export of American jobs and industry, which has undermined the economy. We shall pursue every possible relief for the injury already sustained, as well as new legislation to halt the drain on this nation's economy.

The AFL-CIO with its affiliates will develop a coordinated, effective program for these goals. We will use all departments—legislative, education, research, public relations, publications, organization and field services—to assure protection for American workers' jobs and living standards.

—From the resolution on International Trade adopted by the 12th AFL-CIO convention.

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Marshall to Convention:

Public Needs to Be Educated About Labor's Contributions

ONE OF THE SURPRISES to me in my tenure as Secretary of Labor is how little understanding there is of what I had considered to be the incontrovertible fact that a free democratic society would be impossible without a free labor movement to represent workers' interests at the work place, in government, and in relationships with other groups.

Those who recently formed the Council for a Union-Free Environment fail to recognize that without a free labor movement there is unlikely to be either free enterprise or a stable and prosperous economy. These people would do well to go back and study the history of the 1920s and 1930s and read the statement of findings in the National Labor Relations Act, which I think are as accurate and relevant today as they were in 1935, when we adopted that law.

President Carter and Vice President Mondale know the value of a close working relationship with the AFL-CIO. And one of the most important lessons this Administration has learned during our first eleven months in office is that we have no stauncher ally, no more dedicated friend, in the battle for equality and justice and compassion than George Meany, the AFL-CIO and the entire American labor movement.

Indeed many people need to be better educated about the contributions of the American labor movement. Your efforts continue to be shrouded in misunderstanding and confusion. For example, the American people constantly hear propaganda about the activities of "union bosses."

What is a union boss? He or she is someone who is elected to office by the votes of their fellow workers in some of the freest elections in the world. Not enough people understand that. They also don't know that union leaders have been elected in contests that were supervised by government standards few politicians could meet.

Many people also fail to appreciate either the idealism of the labor movement or the fact that the labor movement has been the main champion of causes which benefit all workers and the entire society, not just their members. Union members don't need the protection of the minimum wage. It is the workers at the bottom of the economic ladder — the non-unionized workers who can't bargain collectively — who depend on the minimum wage to keep up with inflation.

This statement is even true of labor law reform. Current union members aren't the ones who need stronger protection of their right to organize. Labor law reform is designed to help those who are currently outside the labor movement, but who want to get in.

But the AFL-CIO is also deeply involved in many other issues that have nothing directly to do with unions. It wasn't narrow self-interest that put the AFL-CIO in the vanguard of the civil rights movement. It wasn't narrow self-interest that made the AFL-CIO a consistent battler for quality education for America's children. It wasn't narrow self-interest that made the AFL-CIO a champion of human rights throughout the world.

There are many who say that idealism is dead in America. They say that altruism was buried along with the Great Society. They contend that the 1970s are like the 1950s—a time for the selfish pursuit of self-interest. I believe these cynics are totally wrong. I still have the vision of a more compassionate and better America. I know you do, too. You know, as I do, that without idealism and a moral commitment to justice and equality, there could be no labor movement.

—From an address by Labor Sec. Ray Marshall to the 12th convention of the AFL-CIO

Convention Praises Meany's Leadership

Los Angeles—George Meany has "responded magnificently" to the leadership demands of the past two years, the 12th convention declared, giving with "full vigor and without reservation his gifts of steadfast courage, moral strength and intelligent, progressive leadership."

The delegates hailed Meany in a resolution declaring him "a champion of those who struggle against injustice, poverty and bigotry." It said that "he speaks out consistently for the kinds of programs we need to maintain our record of economic progress. He maintains unstintingly his opposition to oppression throughout the world and his defense of the forces of democracy."

Job Injury, Unemployment Aid:

National Standards Pressed on Benefits

Los Angeles—The trade union movement will press Congress for the strongest possible federal standards for workers' compensation and unemployment compensation programs.

The AFL-CIO reaffirmed its belief that both programs should be fully federalized. But as an immediate goal, the federation will press Congress to legislate federal minimum standards to apply in all states. And without waiting for Congress to act, affiliates were to press to secure the same standards in state laws.

For workers' compensation, the convention called for compulsory coverage of all workers.

It asked for coverage of all occupational diseases, full medical care, free choice of physician, full protection under a broad second injury fund, administration of the program by a state agency rather than the courts, benefits for the totally disabled for the full period of disability and benefits to widows until death or remarriage.

On unemployment compensation, labor's program calls for a federal standard of at least two-thirds of lost pay up to a maximum of at least three-fourths of the average weekly wage in the state.

The proposed federal standards would include reasonable and uniform eligibility requirements, a disqualification period that would not exceed six weeks and elimination of the waiting week for benefits.

The AFL-CIO also asked replacement of the present extended unemployment compensation system that is triggered on by high unemployment levels. Instead, there should be "a permanent federally-financed program that operates throughout all phases of the business cycle. It should be available to the worker when needed and coordinated with a program of job training, retraining and upgrading skills."

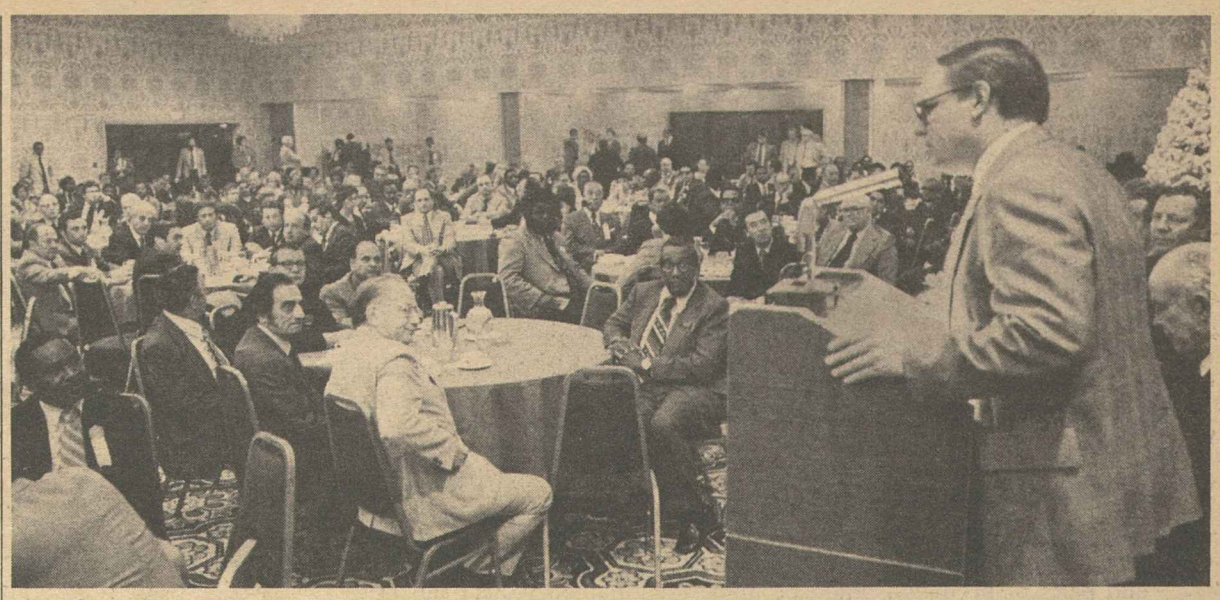
The resolution also asked elimination of the experience rating system for employers.

Another resolution sought improvements in the unemployment and sickness benefits now provided under the Railroad Unemployment Insurance Act.

The present maximum of $25 a day should be raised to $28, the resolution urged, and be adjusted automatically to keep up with wage increases in the railroad industry.

A resolution dealing with unemployment compensation for public employees protested sharply an effort by an organization of state officials to mount a legal challenge against a law passed by Congress that requires states to provide unemployment insurance for their employees under its unemployment insurance program in order to continue to receive federal funding.

It declared that public employees are entitled to "the same protection accorded all other workers against the economic catastrophe of unemployment."



FOREIGN GUESTS at the AFL-CIO convention, including representatives of unions in nearly every part of the world, listen attentively to Labor Sec. Ray Marshall. He spoke to them separately, in addition to his address to the convention.

U.S. Urged to Ease Load on States, Cities

Los Angeles — State and local governments are still in need of modernization, the AFL-CIO convention said in calling for "a greater commitment by the states to local government needs."

The federal government was also called on to do its share for the nation's hard-pressed cities, including substantial increases in certain grants-in-aid and creation of such institutions as a federal urban bank.

The states, in turn, should be relieved through federal takeovers of existing programs—welfare and unemployment and workers' compensation—and by enactment of National Health Security, the convention said.

The convention also recommended that the present federal income tax exemption for interest on municipal bonds be ended and called on the federal government "to provide an interest subsidy to assure that the borrowing powers of the states and localities are not impaired."

Meanwhile, state and local governments can do much to help themselves, it was noted, and "tax reform is essential. State and local taxes must be made equitable and productive."

That means income taxes, the resolution stated, and less reliance on regressive taxes. "Efforts should be made to minimize the inequities of sales and property taxes. Items such as food and medicine should not be taxed."

States would be encouraged to rely on income taxes if the federal income tax system gave a tax credit, instead of the current deduction, for state income tax payments the convention said.

"In all efforts to modernize state and local governments, the job rights, employment conditions and other benefits of affected workers must be protected," the convention cautioned.

Marshall Stresses Jobs As Key National Need

Los Angeles—The creation of needed jobs is as important to the Carter Administration as it is to the trade union movement, Labor Sec. Ray Marshall told the AFL-CIO convention.

"Almost every important problem we have could be greatly improved—if not eliminated—by full employment," Marshall said in reaffirming the Administration's support of the Humphrey-Hawkins bill and efforts in other job creation programs.

He said that the Administration shares labor's objectives for improving working conditions and its outrage at unemployment and poverty.

"We know that we came into office because of the votes of millions of Americans who wanted full employment," Marshall said. "That's why if you need one word to symbolize the domestic programs of the Carter Administration that word is jobs."

But he warned that the fact must be accepted that government cannot solve all problems immediately. A lesson that he learned in the 11 months he has headed the Labor Dept. is that "it is a lot easier to sit on the outside and tell government what to do than it is to try to do the job yourself."

But the Administration has not been afraid to tackle the problems that have been festering for years, he said. Marshall's list of nagging domestic problems included social security financing, welfare and tax reform, unemployment and undocumented workers, and energy.

"The Carter Administration has been careful not to promise more than it can deliver," he said. "We have had too many disappointments in recent years to tolerate any more over-promising."

But he pledged that more than 2 million federally funded jobs and training opportunities will be implemented by 1980 through programs the Administration has proposed to Congress. These jobs are in addition to the 2 million that the private economy creates in any normal year, he said.

"Obviously, we are not satisfied with an unemployment rate of 6.9 percent," Marshall asserted. "One reason the unemployment rate has been slow in coming down is that over 3 million people have entered the labor force last year."

Included in that group, he said, are teenagers, the previously uncounted unemployed who had given up hope of finding a job, and the uncounted number of aliens coming into the country.

Marshall also told delegates that progress has been made in a number of other vital areas with the cooperation of the Administration and the AFL-CIO. He cited the joint efforts to increase the federal minimum wage, the campaign for passage of labor law reform, a new focus on the elimination of job health hazards by revising the goals of the Occupational Safety & Health Administration and improving the administration under the pension reform law.

Action Outlined to Halt Decay of Central Cities

Los Angeles—There are several steps the federal government can take to halt the decay of America's central cities, the convention declared, and some of them are already overdue.

The nation's older urban centers were described to the convention as the first to suffer and last to recover from the deep recession that hit bottom in September 1975.

Then, an unprecedented 135 central cities had "substantial" employment. Today, a full two years later, 101 are still on the government's list.

Federal initiatives that could be undertaken immediately were listed as care in where the federal government builds facilities and buys services; adjusting community development block grants to fit low-income areas; limiting federal funding to projects that have potential for long-term employment retention; and a substantial pickup in the construction and subsidy of public transportation.

Central to the urban plight is housing, the convention said, and housing starts won't get moving toward the 2.5 million units needed each year until interest rates are lowered. The convention called for reduction of the minimum interest rate for Section 235 federally assisted home ownership from the current 5 percent to 1 percent, the legal limit.

Another step, which requires congressional action, is to "make 6 percent mortgage financing available for moderate-priced home purchases by families of limited income." The convention noted that some additional funds may be necessary in addition to the reduced interest rate.

The convention also called for congressional action to assure an adequate supply of 7½ percent financing for rental housing; more staff for the rental housing program at the Dept. of Housing & Urban Development; and extension of the federal program on rehabilitation of existing homes.

Several steps were urged to help HUD expedite its processing of public housing project applications to get up to the maximum of 75,000 in 1978. HUD was also urged to work more closely with state and local governments to reduce delays in approving areas for housing sites.

The convention also mentioned the potential of mobile homes as part of the mix that can be used to meet the goal of 2.5 million units a year.

Federal action for the nation's urban centers, the resolution said, "will stimulate the entire economy toward full employment."

Delegates Renew Support for CARE

Los Angeles — Affiliates of the AFL-CIO should continue to provide financial support to CARE in its efforts to aid victims of hunger, disease and natural disasters throughout the world, a resolution adopted by convention delegates urged.

The resolution noted that the AFL-CIO, through its close association with CARE, can channel food, medicine and emergency materials to any part of the world where they are needed. It also cited the efforts of CARE to help meet the needs for water systems, roads, housing and schools.

Musicians Backed On Lea Act Repeal

Los Angeles — The AFL-CIO urged repeal of the 30-year-old Lea Act as a measure that denies to Musicians members activities available to other workers.

A convention resolution noted that the penalties under the 1947 act, which forbids use of more musicians than the employer claims are necessary, were so harsh that it became known as the anti-Petrillo law, named after then Musicians President James G. Petrillo. A bill to amend it is pending before Congress.

Broad Range Of Consumer Issues Pushed

Los Angeles—The AFL-CIO reaffirmed its support for a broad range of consumer protection legislation and programs, including the creation of an agency to represent consumer interests before federal agencies.

At the same time, the federation stressed in a resolution at its 12th convention here, "diversionary efforts such as attempts to place labor-management relations within the purview of the agency, should be rejected." A bill to establish the consumer protection agency is currently bottled up in the House Rules Committee.

Organized labor also supports the strengthening of the Food & Drug Administration, the Federal Trade Commission, the Consumer Product Safety Commission, and other consumer protection agencies to "guard against unsafe and shoddy products and promote honest dealings with the public in terms of advertising and labeling," the resolution declared.

The AFL-CIO also reiterated its support of long-overdue federal minimum standards for no-fault auto insurance and for required price marking of individual grocery items at stores using computerized checkout stands. It expressed strong opposition to excessive finance charges used to drive up consumer costs.

Convention Hails Jewish Forward

Los Angeles—Continued support for the 80-year-old Jewish Forward was urged by the 12th convention in a resolution tracing the paper's outstanding contributions to the American labor movement.

The resolution noted that "the Forward has been a powerful influence far beyond its circulation area. Through its inspiring example and its high journalistic ethics and professionalism it has helped set standards for hundreds of labor publications."

STRUGGLE FOR HUMAN RIGHTS in the Soviet Union is discussed by Vladimir Bukovsky, left, and Theodore Bikel, president of Actors' Equity. Bukovsky, who was released from a Soviet prison in exchange for a Chilean Communist leader, described in an address to the AFL-CIO convention the abuses encountered by USSR workers.

Bukovsky Cites Attacks Against Soviet Workers

Los Angeles—A Soviet exile who has spent 11 of his 35 years in prison for human rights activities gave delegates to the AFL-CIO convention a grim, first-hand account of life in the USSR.

Vladimir Bukovsky achieved his freedom and was able to come to the United States in an international exchange which allowed a jailed Chilean Communist leader to go to the Soviet Union. In recent months, Bukovsky has addressed a number of union groups under AFL-CIO sponsorship.

He told the delegates of the brutality with which the government responds to any attempt by workers to strike and the role of so-called unions in the USSR.

A 1962 strike by a group of workers protesting cuts in pay and higher prices for food began as a "totally peaceful procession" of workers and their families to the city Soviet to present a petition.

"It was met with machine gun fire," Bukovsky said. And the organizers who survived the gunfire were later condemned to long imprisonment or to death.

"The fictitious Soviet labor unions exist to prevent a real workers' movement from springing up," he said.

"They do not protect the workers from hunger, arbitrary rules and exploitation. The labor unions in the USSR are part of the party and governmental apparatus. They are not concerned with the protection of working people but with the carrying out of party-governmental plans."

As for proposed exchange of visits by Soviet and Free World union delegations, Bukovsky asked, "Who needs such an exchange of people? It merely lends a respectable coloring to phony Soviet institutions; it does not help our nations better to understand each other."

As for himself, Bukovsky thanked the American labor movement for its fight for human rights.

"It was the strength of your solidarity that swung open the doors of my prison cell," he declared.

Farm Policy Keyed to Fair Prices, Income

Los Angeles—America's farm policy should be designed to produce a fair income for working farmers, not big subsidies for "corporate agribusiness," the AFL-CIO said.

Its policy statement on rural America saw no contradiction between holding down food prices to consumers and assuring a fair distribution of farm income support payments.

"The nation's agricultural policy must encourage maximum production to redress the lack of balance between domestic supplies and the demand for American farm products at home and abroad. A reasonable payment ceiling should be enforced on income maintenance payments to any farm producer."

The AFL-CIO stressed that grain dealings with Communist countries and other distatorships must be on a government-to-government basis to avoid a repetition of the 1972 Russian grain deal which resulted in big profits to speculators and sharp price rises to U.S. consumers.

The convention affirmed the right of rural residents to share in the nation's economic progress. And because farmers must often sell their products in markets dominated by a few buyers, the AFL-CIO generally backs their right "to bargain collectively for a reasonable price for their products."

It called also for social programs "to help rural Americans, especially migratory workers and their families, with adequate housing, health, education, library, welfare and child day-care opportunities."

Reasonable Rules Backed on Lobbying

Los Angeles — The AFL-CIO asked Congress to tighten the federal lobbying registration and reporting law but cautioned against overly burdensome requirements that would discourage individuals and groups from exercising their constitutional right to petition the government.

Any such legislation, the convention declared should recognize the distinction between organizations that regularly engage in lobbying and those that do so only on a limited basis. Occasional lobbying should not be subject to the detailed reporting requirements that would be appropriate for national lobbying efforts, the AFL-CIO said.

Message to Convention:

Sakharov Asks U.S. Unions To Spotlight Repressions

(Continued from Page 1)

Sakharov told the convention that he interpreted the invitation to address the AFL-CIO as in effect asking of him how the American people and the American labor movement can help the struggle for human rights.

And he gave this answer:

- A campaign in the press and in Congress against violations of the freedom of exchange of information, one of the rights supposedly guaranteed by the Helsinki agreement.
- A follow-up on this issue "on the level of intergovernmental negotiations."
- Measures to increase the effectiveness of radio broadcasts to the Soviet Union and the nations of eastern Europe. The Voice of America should be in a position to transmit to the Soviet Union "more often, in full, and without annoying distortions the documents it receives on human rights violations."
- "Unhindered, international television broadcasts from communications satellites."

Sakharov told the delegates that he relies on the AFL-CIO "to continue its active support of the struggle for free choice of country of residence . . . a key problem in the larger struggle for individual freedom from the arbitrariness of the state."

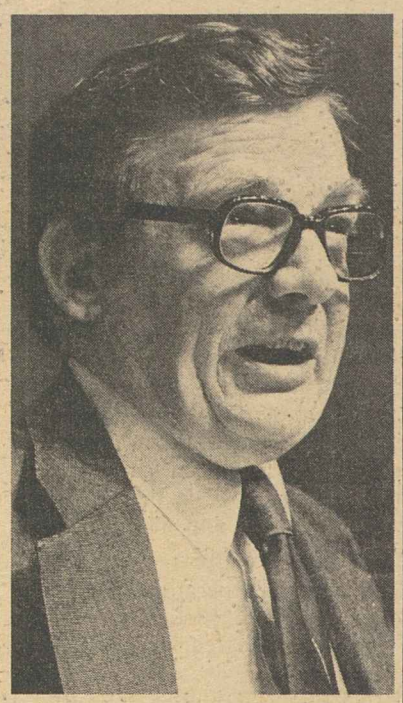
And he recalled "with gratitude" Meany's support for the Jackson-Vanik amendment which would have conditioned trade concessions on freedom of emigration from the USSR.

Sakharov recited a long list of human rights activists in prison or exile within the Soviet Union or in "psychiatric prisons."

"It should be a matter of honor for America to achieve the release of Ukrainian artist Petr Ruban," he said. The artist's crime was "preparing a commemorative present—a wooden book with a model of the Statue of Liberty—as a gift to the American people in honor of the 200th anniversary of their independence."

Sakharov praised President Carter's affirmation of human rights "as the moral basis for U.S. policy." And he welcomed with "profound joy" a recent announcement of political amnesty in Yugoslavia.

Earlier, Kirkland recited to the delegates the intensive effort the AFL-CIO had made to enable Sakharov



LANE KIRKLAND

to attend the convention along with five other human rights defenders—Nadezhda Mandelshtam, widow of the Russian poet; Aleksandr Podrabinek, a psychiatrist; Anotoli Marchenko, a building tradesman and author; Vladimir Barisov and Valentin Ivanov, both electricians as well as human rights leaders.

Seven copies of each invitation, the last by registered mail, were sent to each of the persons invited, but only one of the group ever received an invitation in the mail. This, Kirkland noted, despite the fact that the USSR is a signatory to international postal agreements guaranteeing the delivery of mail.

The AFL-CIO enlisted the help of President Carter, and the State Dept. directed its embassy in Moscow to support the invitations and urge the Soviet government to grant permission for those invited to leave and return.

The formal diplomatic note, Kirkland said, was returned without a reply—"the most insulting response."

The embassy reached Sakharov by telephone; he hadn't received the invitation though he knew about it from western press queries. But he had received an envelope from which the letter had been removed and a "crude cartoon of a dinosaur" substituted, Kirkland recounted.

Meanwhile, AFL-CIO Vice President Sol C. Chakin, raised the issue at a Belgrade conference to review the Helsinki agreements. Chaikin was a member of the U.S. delegation. But the Soviets refused to respond.

The invited Russians joined in a letter to Meany, "which Sakharov personally delivered" to the U.S. embassy for transmission.

"We would like very much to go to Los Angeles," they wrote, "provided the Soviet authorities would give us exit visas and sufficient guarantees that we will be allowed back into the USSR."

Finally, Kirkland told the convention, on Nov. 27th, a letter of invitation from Meany was delivered to Sakharov.

Sakharov promptly brought the letter of invitation to the Soviet ministry responsible for exit visas. He was told the form of the invitation was "inappropriate" but that an invitation to visit Meany as his personal guest might be considered.

The U.S. embassy, at Sakharov's request, relayed this information to Meany who promptly telegraphed such an invitation. The Soviet ministry then gave Sakharov "a bundle of elaborate questionnaires to complete" and instructed him to secure an endorsement of his application from the Soviet Academy of Science.

In what Kirkland termed "the ultimate Catch 22," the government-controlled Soviet Academy of Science refused to approve his application.

One of the persons invited, Marchenko, is in exile in Siberia. And Kirkland told the delegates that the AFL-CIO has been informed that just a few days earlier "Aleksandr Podrabinek was arrested by the KGB and is now in prison."

After Sakharov's speech had been read to the AFL-CIO convention delegates, Kirkland said, the Soviet dissident leader "intends to release it in Moscow to whoever will pay attention there."

Human Rights Priority Affirmed by Convention

Los Angeles—Noting that the "resurgence of support for human rights has rekindled the hope for peace" around the world, the 12th convention vowed that human rights will continue to be a high priority on labor's international agenda.

The resolution on human rights committed the federation to:

- **Encourage and support trade unionism free of government control.**
- **Support the continuation of the U.S. government's active and vocal commitment to basic human rights.**
- **Allow no excuse for supporting regressive regimes solely for economic reasons.**
- **Publicize disregard for human rights wherever it occurs at home or abroad.**

The convention defined the basic rights of all human beings as encompassing "the right to be free and equal in dignity, to freedom of thought, conscience and religion, and to join and participate in free trade unions."

The resolution encouraged President Carter "and those individuals, organizations and countries making positive efforts to promote and achieve basic human rights for all people.

Criminal Code Reform Plan Stirs Concern

Los Angeles—An AFL-CIO convention resolution gave good marks to portions of a Senate bill to rewrite the U.S. criminal code, but expressed concern that some of its provisions might be misinterpreted in a way not intended by its sponsors.

The bill, sponsored by a large group of senators headed by Edward Kennedy (D-Mass.), has been approved by the Senate Judiciary Committee.

While it is clearly an improvement over criminal code reform bills introduced in previous Congresses, the resolution noted the "potential for abuse" in the power of criminal prosecution. In the past, this power has at times been "improperly used against the labor movement."

The resolution said the AFL-CIO will continue to support enactment of a federal criminal code that will enhance the "freedom and security" of Americans.

But it urged that steps be taken to guard against "selective use of prosecutional power," to protect free speech rights to picket and demonstrate, and to narrow the reach of such sweeping charges as conspiracy.

A Test of Ideals:

Human Rights Held Foreign Policy Key

Los Angeles—Human rights must be a "cardinal principle" of American foreign policy, the AFL-CIO's 12th convention declared in a resolution on world affairs.

"Abuses and threats to basic human rights are the most searching issues that divide the world today and are the clearest tests of American ideals and resolve," the convention said.

Its resolution employed a quotation from the exiled Soviet author, Alexander Solzhenitsyn, in stressing that wherever issues of human rights arise—whether in Southern Africa, Chile, Uganda or the Soviet Union—"there are no longer any purely internal affairs."

It put particular stress on the need to root out "the odious system of apartheid" in Southern Africa. While commending President Carter for speaking out unequivocally on specific cases of oppression and for seeking to reshape U.S. policy toward Africa, the convention called for "maximum political pressure" to help bring about majority rule in South Africa and Rhodesia.

That pressure, the resolution insisted, "must include a demand to stop the banning and jailing of those whose only intent is to express their human rights or dissent and for the release of those detained for these reasons."

On the situation in the Middle East, the resolution said the visit of Egyptian President Anwar Sadat to Israel constituted de facto recognition of Israel as a nation and has raised hopes for peace.

The federation vigorously reaffirmed its historic support of the State of Israel and just as vigorously rejected "any so-called peace proposals which, in the guise of evenhandedness, would allow Israel's neighbors to evade an explicit acceptance of Israel's right to exist or deny Israel the practical means to secure that right."

Any American approach to the problems of the Middle East that does not have this as its centerpiece "is unlikely to win the moral support of the American people or to remove the cause of the conflict," the convention declared.

In other areas, the resolution on world affairs stressed that the goals of disarmament and strategic arms limitation "can only be met through a strong defense, trimmed of unnecessary waste, but able to meet all contingencies."

It urged the government to work more closely with America's European allies to transform NATO into "a true partnership" with joint responsibility among its member nations for maintaining the alliance's defenses.

On eastern Europe, the federation, urged the free nations of the world to insist that the Warsaw Bloc countries comply with the Helsinki accords and declared that those who have risked their lives to monitor the accords "must not be abandoned."

The convention welcomed the Carter Administration's new emphasis on improving relations with Latin America. It said that the strengthening of free labor movements there will be essential to a restoration of democracy in the hemisphere and pledged the AFL-CIO's continued efforts to help Latin American workers build strong unions.

The resolution said the recently negotiated Panama Canal Treaties provide "a just and enduring basis for harmony" in the Western Hemisphere and should be ratified by the Senate.

On Asia, the federation pledged cooperation with those who seek "to preserve and strengthen human freedom, economic development and free trade unionism." It urged the U.S. government to maintain and strengthen ties to Japan. But it said the government of Peking "should be regarded . . . as a repressive dictatorship, and should not be considered the inheritor of the free people of the Republic of China on Taiwan."

In comments from the convention floor on South Africa Sec.-Treas. William Lucy of the State, County & Municipal Employes hailed particularly sections of the resolution demanding that South Africa give full recognition and registration to all bona fide unions and heed the will of the United Nations by withdrawing from Namibia.

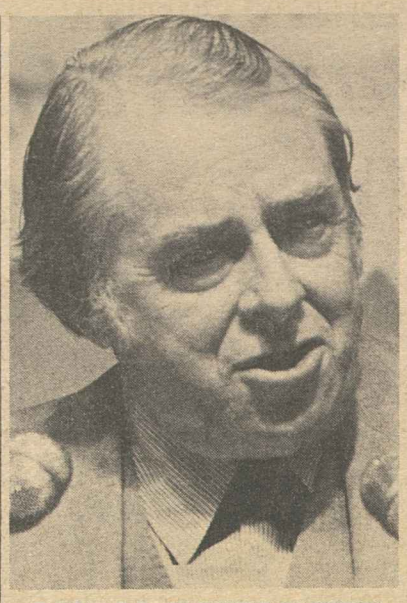
Vice President Charles A. Hayes of the Meat Cutters & Butcher Workmen emphasized the need for the labor movement to exert pressure on the government in its relations with South Africa.

"If there ever was a section on this globe of ours where human rights does not exist, it is in South Africa," he declared.

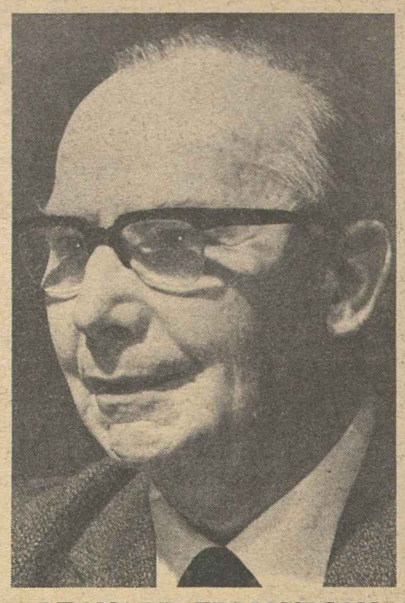
Administration Urged To Help Revive REA

Los Angeles — The AFL-CIO convention urged the Carter Administration to aid former employees of the bankrupt Railway Express Agency in forming a new parcel shipment company.

The resolution specifically asks the Administration to make available loan guarantees of $15 million to REAEMCO, a company formed by approximately 15,000 REA employees.



DONALD MONTGOMERY



LEONARD EDMONDSON

CYRIL PLANT

Louis Stulberg Dies, Led Garment Workers

New York—Louis Stulberg, former president of the Ladies' Garment Workers and a vice president of the AFL-CIO, died at his home Dec. 14 at the age of 76.

Stulberg, who moved into the highest leadership positions in the labor movement, began as a cutter in the garment industry. He served as secretary-treasurer of the ILGWU from 1959 to 1966, succeeded President David Dubinsky and served in that post until 1975, and was an AFL-CIO vice president from 1969 until his retirement.

AFL-CIO President George Meany and Sec.-Treas. Lane Kirkland called him "an inspiring leader and a tireless fighter for the cause of free trade unionism in the United States and throughout the world."

In a letter to the ILGWU, Meany and Kirkland noted that Stulberg made "great and lasting contributions to the entire trade union movement . . . he will be sorely missed by all of us who knew and loved him."

A native of Poland, Stulberg emigrated to Canada at an early age, and joined the ILGWU in Toronto. He graduated from Harbord Collegiate Institute in that city, and in the United States attended the University of Chicago.

On coming to the United States, he continued to work in the garment industry, chiefly as a cutter in Chicago. In 1924, he assumed his first union position as an organizer in the Midwest. Moving to New York, he became business agent for Cutters Local 10 in 1929 and, in 1933, assistant manager of the local.

In 1941, as head of the Cutters' Dress Dept., he played a major role in a central organizing campaign on the Eastern Seaboard, bringing thousands of new workers into the union. From 1945 to 1947, he served as assistant executive secretary of the ILGWU.

In 1947, Stulberg was named manager of New York Undergarment Workers' Local 62. In the same year, he was elected an ILGWU vice president and a member of the union's executive board.

When the executive board created the new position of executive vice president in 1956, Stulberg was chosen as its first occupant. He held the post until 1959 when he was elected secretary-treasurer, a position he maintained until his election as president in 1966.

Stulberg, who succeeded David Dubinsky as ILGWU president, retired as head of the union in 1975, but continued his ILGWU association as honorary president.

He was named by President Johnson as a member of the U.S. delegation to the United Nations in 1968. He also served on Johnson's Consumer Advisory Council.

Brandeis University honored Stulberg by inducting him in 1969 as a fellow and naming a professorship in law and politics in his name. Among his awards were the Jewish Labor Committee's National Trade Union Council "Labor Human Rights Award" and the United Italian-American Labor Council's "Four Freedoms Award."

Survivors include his wife, Bebe, a daughter and three grandchildren.

LOUIS STULBERG

Broad Energy Program Termed Vital to Nation

Los Angeles—It is essential that the nation embark on a comprehensive program that faces up to the seriousness of the energy problem, the AFL-CIO declared at its convention here.

"Energy remains one of the major problems facing the United States in the years ahead," the federation observed in a resolution calling for the development of new and additional supplies of energy.

Even with the most stringent conservation measures, the nation's need for energy will continue to grow, the AFL-CIO noted, since oil and natural gas are declining resources.

"While no single source of energy represents the ultimate fuel, it is clear that coal and nuclear power are the ones this nation must rely upon in the immediate future," the resolution declared.

Conservation is an indispensable part of any comprehensive energy program, the convention said, but conservation does not mean a diminishment in the quality of life nor does it mean "no-growth."

"We hold no brief for those pushing conservation as a part of a no-growth philosophy, the AFL-CIO declared. "Growth in the economy and conservation of energy can and must go hand in hand."

The federation endorsed proposals to grant homeowners tax credits for making their homes more energy efficient, setting minimum efficiency standards for major appliances, initiating utility rate reform to eliminate declining block rates and allow for peakload pricing, and accelerating the development of mandatory efficiency standards for new and existing buildings.

The AFL-CIO also urged establishment of a $100 billion program to help achieve energy security through the creation of an authority that would provide direct loans, loan guarantees and other financial assistance to private industry and public bodies unable to secure private capital.

On oil imports, the AFL-CIO said it is time for the U.S. government to take over the importation of oil and deal with the oil-producing and exporting countries on a nation-to-nation basis. It also urged Congress to pass legislation breaking up the giant oil companies which now have a stranglehold on the industry from well-head to gasoline pump.

In a related resolution, the federation expressed its strong support of the approval of pending projects for the importation of liquefied natural gas from Algeria, Trinidad, Indonesia, and other areas.

Fraternal Delegates Stress Ties

Los Angeles—Close bonds linking the trade union movements of Great Britain, Canada and the United States were stressed by fraternal delegates to the AFL-CIO convention.

The Canadian Labor Congress delegate, Donald Montgomery, cited problems in common that include "not enough jobs" and "wage increases outstripped by increased living costs."

But Montgomery, who is secretary-treasurer of the CLC, saw the hope for stepped-up economic development in both the United States and Canada from the "new wealth of the sea" and the extension of national territorial rights to 200 miles offshore.

Montgomery predicted "not only major changes in our fishing industry, but also on our oil and gas production and its transmission. The construction of offshore plants and other facilities, and the mining and processing of minerals from the ocean itself, will create new industries and new technologies."

A former president of the British TUC, Cyril T. H. Plant, expressed the hope that the United States will find it possible to return to the International Labor Organization.

He told the delegates that British labor fully supported the efforts of the U.S. delegation to keep the ILO from becoming the political tool of a Communist-Arab bloc.

That point was underscored by AFL-CIO President George Meany, who told the convention that "Brother Plant stood by us side-by-side" in the ILO battles.

But Plant said he hoped the United States will return because while "you do not need the ILO for any material self-interest . . . the ILO needs you."

He urged that having "made its point," the United States join "those who wish to fight with you inside the ILO."

Domestic issues in Britain were discussed by the other fraternal delegate from the TUC, Leonard F. Edmondson.

Edmondson, who is from the Society of Mechanical Engineers, said British unions have their differences with the economic policies of the Labor Party government, even though it is an administration the TUC affiliates helped put in office.

He said the job creation measures the government has undertaken touch merely "the top of the iceberg" and will not bring about the industrial expansion needed to overcome the nation's high unemployment.

Edmondson cited prompt support by British unions to a boycott appeal from an AFL-CIO affiliate.

"If we can do that on some occasions," he asked, "why can't we do it on every occasion?"

MICHELANGELO AWARD for 1977 is presented to AFL-CIO President George Meany for his support of Boys Town of Italy by Msgr. John P. C. Abbing during federation's convention in Los Angeles. Msgr. Abbing is the founder of the Italian institution for homeless boys and girls.

Civil Rights Principles Upheld for All Groups

Los Angeles—The labor movement cannot protect specific groups of workers unless it sticks to those principles which protect them all, the 12th convention declared.

In reaffirming "the AFL-CIO commitment to full civil rights for all Americans," the convention resolution spelled out its application to employment, seniority, outreach programs, the Equal Employment Opportunity Commission (EEOC), community involvement and women workers.

It described how a job at decent pay—full employment—is a goal of particular import to the young, black and other minority workers who are dependent on programs to create jobs and job skills.

Attacks on seniority, the convention noted, are "poverty-sharing" in the name of work sharing. "It is a basic trade union principle that in order to maximize the value and protection of length of service, seniority systems should be as broad as possible," the resolution said in calling on unions to continue to perfect their color-blind seniority lines through collective bargaining.

It called on the EEOC to reopen the channels of communication with labor closed during the Nixon-Ford years. Prenotification makes it possible, the convention said, to achieve speedy resolution before the air is strained by confrontation.

The convention also saluted the various outreach programs in which labor participates—the RTP, the National Urban League and the AFL-CIO Human Resources Development Institute. "Recruiting, prepping and counselling of women and handicapped workers in non-traditional jobs should be expanded," the convention urged.

In the community, the call was for increased cooperation with the Leadership Conference on Civil Rights, the A. Philip Randolph Institute, the Labor Council for Latin American Advancement, the Coalition of Labor Union Women, the National Urban League and the NAACP.

For women workers the convention spelled out a five-part program, prompting four speakers from the floor to salute CLUW, and urge its support by all of organized labor.

Labor's program for women workers include a call for passage of ERA; amendment of Title VII of the 1964 Civil Rights Act to prohibit discrimination during pregnancy; congressional approval of child care legislation; using bargaining power to press for an end to sex bias; and full support for CLUW.

Delegates Morton Bahr of the Communications Workers, Evelyn Dubrow of the Ladies' Garment Workers, Elinor Glynn of the Service Employees and Charles Hayes of the Meat Cutters spoke for the resolution, urging continued full cooperation with CLUW.

For all minority workers, the convention stressed, it is through "self-organization and collective bargaining that they can more fully enjoy their civil rights and obtain the representation and voice only a union can provide in dealing with their employers."

Labor Pushes Arts Program For Workers

Los Angeles—The AFL-CIO reaffirmed its conviction that workers must be provided cultural and artistic experiences to broaden their horizons and enrich their lives, and called for a number of steps to bring the arts to the people.

In a resolution at its convention here, the federation declared its support of an expanded program of the National Foundation on the Arts & Humanities. This includes new programs leading to creation of a National Theatre and new methods of financing public broadcasting to give it greater independence from commercial underwriters.

The federation also expressed its opposition to the use of government funds for the production or acquisition of performing arts and media programs from abroad. In addition, it urged that working artists and representatives of all working people be included in citizen advisory bodies or governing boards for cultural institutions and government agencies related to the arts.

PATRICIA R. HARRIS

At Federal, State, Local Levels:

Effective Bargaining Laws Pressed for Public Workers

Los Angeles—Stronger, more effective union rights throughout the public sector were urged in a series of resolutions adopted by the AFL-CIO convention.

For federal workers, the convention asked improved collective bargaining procedures that would be written into law, replacing transient presidential Executive Orders.

For postal workers, the convention sought the right to strike and opposed any retreat from existing collective bargaining rights.

And for employees of local and state governments, the AFL-CIO asked their inclusion under the National Labor Relations Act.

The resolution dealing with labor-management relations in the federal service said 15 years of experience under presidential orders expose the deficiencies of the system.

It asked for legislation, based on the bill H.R. 9094, that would incorporate "principles tested in private enterprise while recognizing certain features of federal service which are unique."

In floor discussion, Joseph D. Gleason of the Government Employees said unions in the federal service are denied a say in basic conditions of employment and are hampered by a system that discourages workers from joining the union that bargains for them.

Gleason, who is the AFGE's executive vice president, cited as an example the contributory Civil Service pension fund, that is short more than $100 billion in employer payments, and that is unilaterally invested by the employer in the lowest-paying government bonds.

In the state and local sector, the convention backed a bill sponsored by Rep. Frank Thompson, Jr. (D-N.J.) to bring these groups under the federal National Labor Relations Act.

Most states still have either no collective bargaining laws for public workers or inadequate ones, the resolution noted.

The resolution was amended to urge that if the present form of the bill is determined to be of doubtful constitutionality under the "commerce clause" of the Constitution, it be rewritten to accomplish the same goal through the "revenue and spending power" of Congress.

In another area, the convention urged the Senate Government Operations Committee to send the Hatch Act reform bill to the floor for action early in the second session. The bill has already passed the House.

The resolution noted that it would give federal workers "the opportunity to participate voluntarily in political activities while at the same time protecting them from political pressure."

In other resolutions, the AFL-CIO:

- Supported legislation to reduce the workweek of fire fighters employed by the federal government from 72 to 56 hours.
- Opposed legislation that would allow the unaffiliated National Alliance of Postal & Federal Employees to represent for grievances workers who are represented by another union under the postal service's collective bargaining procedures.
- Voiced strong opposition to any attempt "to tamper with the existing prevailing-rate pay and benefits system of blue-collar federal employees."
- Cautioned against so-called "sunset laws" that limit the life of public agencies to a set period, commonly five years, and require the state legislature or Congress to take action to keep an agency from being abolished. The resolution saw a "dangerous potential" that such laws could be used to "dismantle programs that are in the public interest."
- Called on Congress to require associations of public officials to meet the same lobbying disclosure and reporting requirements that are imposed on lobbyists for unions, corporations and public interest groups.
- Sharply criticized the "adamant refusal" of Atlanta's Mayor Maynard Jackson to negotiate a decent settlement with the AFSCME local union that represented low-paid sanitation workers.
- Asked governments at all levels to protect job rights and employment conditions of its workers in any reorganization. The resolution also cautioned against misuse of the Comprehensive Employment & Training Act (CETA) to displace or deny promotion opportunities to regular employees.

"CETA must be administered as a program to provide work for the unemployed until permanent jobs can be found in the private and public sector," the convention said, "not as a program that jeopardizes the job rights of regular public employees."

- Referred to the AFL-CIO Executive Council a resolution that would have endorsed the concept of legislation giving public safety employees access to arbitration as an alternative to the right to strike. Before referral, the resolution was amended to make clear that teacher strikes would not be considered as affecting public health and safety.
- Disapproved a resolution that urged income tax exemptions for payments made by public employees into retirement systems.

Convention Salutes Arbitrator David Cole

Los Angeles—"The undisputed dean of American arbitrators" was honored at the AFL-CIO convention in a resolution saluting David L. Cole, impartial umpire of the AFL-CIO Internal Disputes Plan since 1962.

The convention noted that six U.S. presidents beginning with Franklin Roosevelt called on Cole to deal with major industrial crises and the result was that Cole, too ill to attend the convention, "carved out paths of peace for collective bargaining in steel, maritime, transportation, airline and garment manufacturing."

HUD Secretary Pledges Priority For Expanded Housing, Job Goals

Los Angeles—A Carter Administration pledge to build houses and to build them under union working conditions was carried to the 12th convention by Patricia Roberts Harris, secretary of the Dept. of Housing & Urban Development.

"We have a Democratic administration now that can manage the economy with compassion for everyone's benefit," Mrs. Harris said, contrasting Presidents Roosevelt, Truman, Kennedy and Johnson with the eight years just before Carter.

The management of the economy includes passage of the Humphrey-Hawkins Bill, she said, and described it as "a declaration of rights for American working people. Its principal thrust is to encourage the creation of job opportunities, with an interim goal of 3 percent unemployment among adults within five years."

She noted that the nation hasn't had 3 percent unemployment since Johnson was in the White House and she paid tribute to the cosponsor of Humphrey-Hawkins who almost succeeded Johnson, Sen. Hubert Humphrey.

He "made it possible for a black woman to feel comfortable being a Democrat because he brought our party out of the shadow of states rights into the sunshine of civil rights," Mrs. Harris said, tracing the progress of black woman like herself back to Humphrey's 1948 influence on the Democratic National Convention's civil rights platform.

Today, she said, 6 million American families live in "overcrowded, overpriced and substandard houses" while 6.8 million Americans are out of work.

HUD is hunting for solutions to both problems, she said in citing nearly 600,000 jobs generated in the fiscal year which ended Sept. 30.

She listed those jobs as coming in five categories: 10,000 in the public housing program; 36,000 in the multifamily insurance program; 75,000 in Section 8 subsidized housing; 183,000 in the single family insurance program and 290,000 in community development programs.

"Next year we are aiming higher," Mrs. Harris said. "And we are going to enforce the Davis-Bacon Act," the law that requires prevailing wage rates in federal construction.

She noted that the nation had only 32 people enforcing Davis-Bacon in the Nixon-Ford years, but that she had expanded that to 70.

Changes in Rules By SEC Opposed

Los Angeles—Buying and selling of stocks should be carried on in the "public spotlight" of the nation's stock exchanges, the AFL-CIO said.

A convention resolution endorsed the position of the Office & Professional Employees, which represents 1,800 employees of the New York Stock Exchange. It opposes repeal of Rule 390 of the Securities & Exchange Commission, which deals with procedures for buying and selling stocks.

To Prevent Disaster:

Fair Trade Policies Key to Saving Jobs

(Continued from Page 1)

its entirety into the convention record, an unusual step in itself, elicited quick and strongly-worded responses from union officers whose members have suffered particularly from imports.

President Lloyd McBride of the Steelworkers pointed to the heavy damage to American steel production from the dumping of foreign steel on the U.S. market at cut-rate prices. McBride saw "some hope" for the short term in the Administration's new "reference pricing" policy for steel, but warned if the program doesn't work, the steel industry could be disrupted to the point that the nation would have to rely on steel imports to the same extent it must now rely on oil imports.

President David Fitzmaurice of the Electrical, Radio & Machine Workers noted that the loss of jobs to overseas production has beset IUE members since the early 1960s, with first American-made radios disappearing, then black and white television sets, phonographs, stereos and finally color-TV receivers where relief has been "too little and too late."

President Glenn Watts of the Communications Workers observed that his members long had thought they were insulated from the inroads of imports, but now face the loss of 100,000 jobs over the next five years as a result of the growing importation of manufactured telecommunications equipment.

President Sol C. Chaikin of the Ladies' Garment Workers cited the average wage of a little over $4 an hour for the U.S. textile and apparel industries, both union and non-union. He pointed out that as "minimum as they are," they must compete with wages of 40 cents an hour in Taiwan, 32 cents an hour in South Korea, and 70 cents to a dollar a day in Thailand.

Executive Vice President Sol Stetin of the Clothing & Textile Workers assailed as a major element of the problem a "conspiracy" that he said exists "by and for the multinational corporations and their partners, the multinational banks, the insurance corporations, to invest overseas at the expense of the American people. They export our capital, our jobs, our technology, and we import products made at such scab wages, and then purchase at the same price in our domestic market."

President Charles Pillard of the International Brotherhood of Electrical Workers warned the delegates that they could put little faith in the State Dept. to recognize the needs of American workers. He urged them to pursue the problem by talking and writing to their congressmen and senators over the holiday season.

Vice President Abe Feinglass of the Meat Cutters cited another aspect of the overall trade problem in noting that the Japanese are buying up a large share of American produced hides and turning them into leather products. "They then come back and sell the leather products to us. But we, in the United States cannot by law sell any leather product in Japan. . . . This is not free trade. It is unfair trade."

Vice President John Mara of the Retail Clerks recited the plight of the U.S. shoe industry, which between 1968 and 1976 lost 70,000 jobs and the production of 200 million pairs of footwear. And despite the recent negotiation of orderly marketing agreements with Taiwan and Korea, American shoe production is still going down, he said.

In separate resolutions, the convention called for the development of a binding and enforceable code of international fair labor standards and for a government investigation of the rapid growth of fabricated steel products.

Among the major recommendations of the convention's main resolution on international trade are:

- Termination "as soon as possible" of the Overseas Private Investment Corporation which "has been insuring huge multinational banks and firms abroad and encouraging the export of American jobs."
- Renegotiation of the multifibre agreement on textiles and improvements to reduce the growth of imports.
- More effective regulation of trade with the "closed and managed economies" of Communist countries.
- Repeal of Items 807 and 806.30 of the Tariff Code which result in the export of American jobs.
- Improvement and enforcement of provisions in the Trade Act of 1974 aimed at guarding against unfair foreign competition.
- More vigorous enforcement of reporting requirements on imports, exports, technology transfer flows and investment, and the enactment of new laws to regulate such transfers.
- Repeal of Title V of the Trade Act that permits over $3 billion a year in imports without any tariffs at all for many products manufactured by cheap foreign labor.
- An end to tax loopholes and incentives for multinational firms to move abroad and the abolition of the Domestic International Sales Corp.
- A complete overhaul of adjustment assistance for workers injured by imports to assure that they actually receive such aid.

Raw Material Policy Called Critical Need

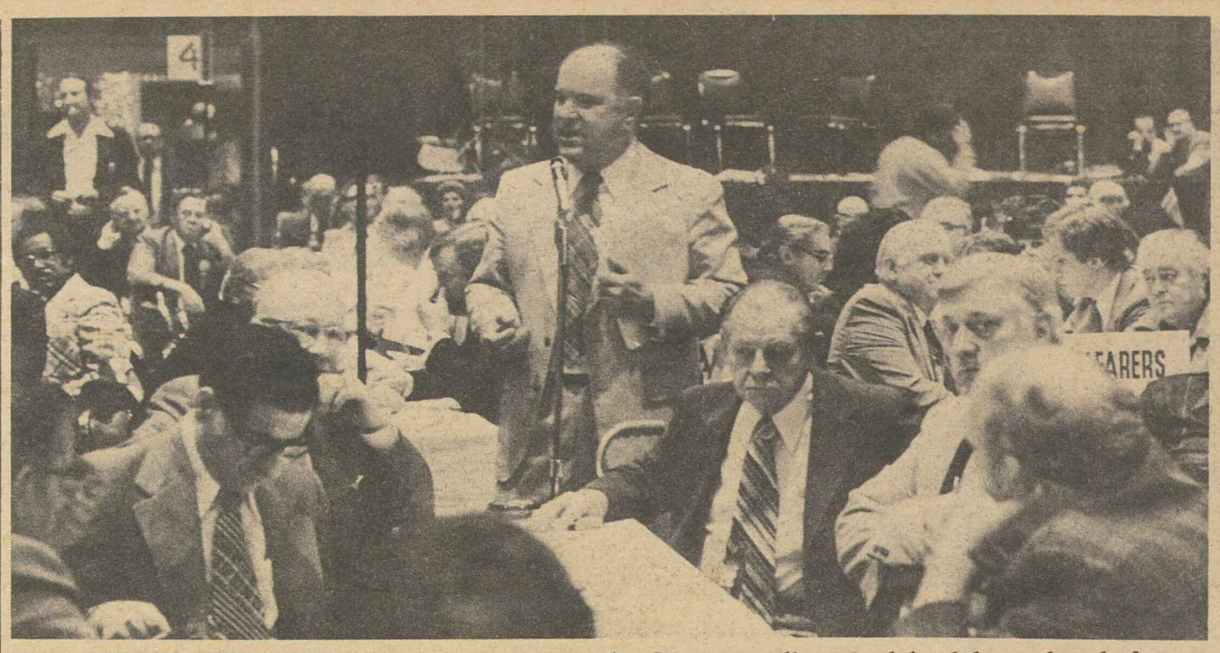
Los Angeles — The AFL-CIO called on the government to assure that America's industries will have dependable sources of raw materials needed to keep the nation's economy functioning.

The resolution urged development of a comprehensive policy that would include stockpiling of certain raw materials, multilateral or bilateral agreements with other countries to assure continued supplies, and development of new domestic sources of raw material, where feasible.

It also called for expanded recycling and other conservation methods, and urged "strong antitrust surveillance" of corporations that are suppliers of raw materials.

A separate resolution dealt with proposed legislation that would curtail exploration and development of Alaska's mineral wealth.

The resolution opposed the legislation in its present form and asserted that "multiple-use orderly environmentally-protected development of Alaska's natural resources" is necessary and desirable.



MAJOR RESOLUTIONS were discussed from the floor as well as explained from the platform. Here, Steelworkers President Lloyd McBride goes to a floor microphone during consideration of a foreign trade resolution to talk about the destruction of jobs by unfairly priced imports.

Major Improvements Proposed In Carter's Welfare Reform Plan

Los Angeles—The AFL-CIO called on Congress to make major improvements in President Carter's welfare reform program.

A convention resolution stressed the need for the federal government to assume the "fiscal burden" of welfare programs and relieve hard-pressed states and cities. But it complained that the Administration plan would perpetuate poverty and reduce present or future benefits for many persons unable to work.

The cash assistance program for individuals and families unable to work should be at least at the poverty level, the AFL-CIO said.

It said the Administration proposal for $4,200 in federal payments for a family of four is less than two-thirds of the poverty level and also "less than families in 38 states currently receive through combined welfare benefits and food stamps."

The convention expressed strong opposition to abolition of the food stamp program and to proposed restrictions on extended unemployment insurance.

It called for a public service program for those who can work but can't find jobs that would assure prevailing wages and fringe benefits, not the minimum wage proposed by the President.

Substandard pay for comparable work "would undercut hard-won wage standards of workers in both public and private employment."

The resolution also proposed liberalizing the earned income tax credit so that, "in conjunction with a continuing food stamp program," everyone who works would be above the poverty level.

"The working poor should not be forced to rely on welfare payments," the resolution said.

Relief for fiscally burdened states and cities can't wait until comprehensive welfare reform is fully in place, the AFL-CIO stressed.

It called on Congress to make immediate improvements in the Aid to Families with Dependent Children program (AFDC), including increasing the federal share of the program's cost. The convention also urged that the presently optional program of assistance to needy two-parent families be made mandatory in all states.

A separate resolution expressed support for expanded state social services under Title XX of the Social Security Act, which presently has a ceiling of $2.5 billion in federal grants to the states.

The convention said social services should be available as much as possible to people who need them without regard to income, and that payments should be adjusted to keep up with inflation.

Woman Minister Gives Invocation

Los Angeles—The invocation on the convention's fourth and final day was given by the Rev. Priscilla Chaplain—the first woman to do so at an AFL-CIO convention.

Rev. Chaplain is a United Presbyterian minister and director of Southern California churches. On previous days, the invocation was given by Timothy Cardinal Manning of the Los Angeles Roman Catholic Archdiocese, Rabbi Edgar F. Magnin of the Wilshire Boulevard Temple and Rev. John Simmons of the Pacoima Memorial Lutheran Hospital.

Furniture Strikers Win Pledge of All-Out Aid

Los Angeles—Delegates to the AFL-CIO's 12th convention gave renewed support to the Furniture Workers' boycott of the Charles Mfg. Co., joining in the union's struggle to gain economic justice for the firm's employees.

After securing representation rights for workers at the company's Dothan, Ala., plant, the UFWA struck the firm in July when management refused to engage in good-faith bargaining on a first contract.

In a resolution, convention delegates said they "recognized the Charles strike as a fight for the entire labor movement which will help tear down the anti-union walls in the 'right-to-work' (for less) states."

The delegates pledged to turn out in large numbers for a motorcade demonstration of support for the Charles strike on Dec. 17 in Dothan, and to inform all other trade unionists of their stake in the contract dispute.

Earlier, at a mass rally in Dothan, members and leaders of 20 international trade unions from all over the nation picked the company's owner for their first annual "Scrooge of the Year" award.

In selecting the company's owner, Charles Heyman, Sr., for the Scrooge award, the UFWA charged that he conspired with Dothan police to arrest UFWA representatives and imprison a group of workers, including mothers with small children at home, shortly after the strike began. UFWA attorneys have called the arrests illegal, and the Alabama Supreme Court has agreed to hear their appeal.

The Scrooge award was announced at a rally of some 1,000 trade unionists who charged that the company is using the same tactics as the notoriously antilabor J. P. Stevens & Co.

UFWA President Carl Scarbrough told the rally that Heyman thought he could scare the Charles workers out of their legal rights to collective bargaining. "But it didn't work," Scarbrough said, "They are more determined than ever—and they are going to win."

Other speakers at the rally included President Barney Weeks of the Alabama State AFL-CIO, Organizing Director Nicholas Zonarich of the AFL-CIO Industrial Union Dept., IUD Southeast Coordinator Harold McIver, and President George Afleick of the Chattahoochi Valley Building Trades Council.

The company sells its products under the name of Fox Manufacturing Co. The union's boycott of the firm was endorsed last summer by the AFL-CIO.

Lockheed Strikers Pledged Support

Los Angeles — The AFL-CIO convention delegates voted full support for the 20,000 Machinists who are conducting the first strike in 25 years against the Lockheed Corp.

The convention noted they are striking over "the most basic of trade union issues, seniority" and voted full support and endorsement of "this strike to protect the job security of 20,000 workers" at three locations in California and in Marietta, Ga.

Lockheed's attitude was described as "cavalier" to its long service employees and all AFL-CIO affiliates were called on to give "full moral and financial support to these valiant strikers until they attain the victory they so greatly deserve."

THE QUIP by entertainer Jerry Lewis was at the expense of AFL-CIO President George Meany, who doesn't mind a bit. Jerry's appearance at the convention was his way of saying thanks for labor's long cooperation with his muscular dystrophy crusade.

Mass Transit Expansion Termed Vital to Cities

Los Angeles—The AFL-CIO called on Congress and President Carter to "renew and expand the federal commitment to mass transit as part of an overall national effort to improve urban mobility, to create jobs and to conserve energy."

Better bus and subway service, essential to increasing ridership, can't be financed from the farebox, the convention affirmed.

It pointed to the additional benefits of mass transit systems that enable workers to get to their jobs and that bind communities together — substantial energy savings through decreased use of private automobiles and jobs created in transit-related occupations.

The convention urged Congress to complete action on the Senate-passed mass transportation bill that would pump an additional $11.5 billion of federal funds into transit projects. And it called for further experiments with subsidized no-fare transit plans.

A separate convention resolution dealt with the importance of railroad, maritime and airline transportation to the nation's economy.

It's not enough to recognize a need, the resolution asserted. There must also be "a joint planning effort" involving labor and management in the transportation industry as well as government "to design and develop the programs required to meet this need."

The resolution cited the long decline of the railroad industry, in terms of both service and employment.

It called for federal funds adequate to "make Amtrak a first-rate rail passenger service," and it urged continued assistance to the Conrail operation.

The convention termed a system of cargo preference or bilateral shipping agreements essential to assuring that ships flying the U.S. flag get a "more equitable share" of the nation's foreign trade.

The airline section of the resolution sent up a caution flag at proposals "for so-called regulatory reforms which would allow the airlines increased freedom to enhance profits through reducing services."

If airlines are allowed a free hand to cut service on less traveled routes, the convention warned, the competition for the most profitable routes threatens reduction of maintenance, postponement of improvements in aircraft and airports and loss of jobs.

The resolution also attacked the "strike-breaking mutual aid pact" of airline managements.

"This pact has destroyed management's incentive to negotiate, leading to prolonged strikes and public inconvenience," the convention said.

Study Urged On Railroad Nationalization

Los Angeles—A resolution asking Congress to set up a commission to study the feasibility of nationalizing the nation's railroads was adopted by the AFL-CIO convention.

The resolution, proposed by representatives of rail unions, indicted private management for "ineptness" and "public-be-damned attitudes."

Safety was the theme of a group of other resolutions introduced by railroad unions and approved by the convention. They proposed:

- Reducing from 12 hours to 10 hours the maximum time a railroad worker can be on duty. Legislation to amend the Hours of Service Act for that purpose is before Congress.
- Limiting the length of trains to 4,300 feet, approximately 75 cars.
- Strengthening enforcement of motor carrier safety regulations.
- Protecting railroad workers and passengers with bulletproof glass from vandals who shoot or stone trains.
- Requiring comparable safety glazing on all buses.
- Legislation making certain serious acts of vandalism against trains and crews a federal crime.
- Legislation and better enforcement of existing regulations for maintenance and inspection of railroad-highway grade crossing warning systems.

House Urged to Protect Civilian Staff of Guard

Los Angeles — A Senate-passed bill that would deny union representation rights to civilian technicians employed by the National Guard and the military reserves was opposed by the AFL-CIO.

The resolution said the Senate erred in considering the 66,000 workers involved as military personnel and adopted the provision without hearings. It called on the House to reject any such restriction on workers rights.

Environment Goals Reject Job Trade-off

Los Angeles — Environmental goals can be achieved without sacrificing jobs and economic growth, the AFL-CIO insisted.

In a series of resolutions, the convention:

- Called on Congress to expand the Clean Water Act to authorize a $10 billion-a-year, five-year program of grants to construct waste water treatment facilities needed to meet a national backlog. This would provide 350,000 jobs while cleaning up the nation's waterways.
- Urged development of a high-priority research program that would seek means of utilizing the nation's abundant coal reserves without adding to air pollution.
- Expressed the AFL-CIO's continued opposition to laws restricting the use of non-returnable bottles. "This approach ignores the major litter problems of America, diverts resources from workable recycling strategies and would result in the loss of 60,000 permanent well-paid jobs in the bottle and can industries."
- Endorsed and urged unions to support the litter-reducing efforts of the Clean Community System launched in major communities by Keep America Beautiful, Inc.
- Backed the Administration's high priority for implementation of the Toxic Substances Control Act and a "reinvigorated enforcement" of occupational health protections.
- Opposed in its present form legislation that would shift a substantial amount of commercially-harvested redwood acreage to the existing Redwood National Park, and urged the sponsors to amend the bills to achieve a better balance of environmental concerns, workers' jobs and economic growth.
- Endorsed measures to protect the marine environment of the outer continental shelf from environmental damage caused by oil and natural gas operations.
- Supported a bill before Congress (H.R. 8722) that represents "an equitable compromise" in a dispute over multiple use of the Boundary Waters Canoe Area of northeastern Minnesota. It would continue recreation use without imposing new restrictions on commercial foresting.
- Called for establishment of "a national land-use policy which takes into full consideration the effects on employment and economic growth."
- Supported the principle of family farm ownership.

Ocean Mining, Superports:

Maritime Program Seeks Fleet Revival

Los Angeles—U.S. dependence on vital energy and raw materials can be cut drastically by two maritime measures, the AFL-CIO convention declared. One calls for superports for the immediate influx of much-needed energy and the other development of ocean mining.

The convention estimated that the United States could be importing 300 million tons of crude oil by 1980, "and to meet this increased need on an economical basis, the use of supertankers is a must."

For the longer range, it was noted, the nation can reduce its foreign dependence on vital materials like manganese, nickel, copper and cobalt by the year 2000 if it would act now "on deep-seabed ocean mining legislation that requires the employment of U.S.-built and manned mining and ore-carrying vessels."

Those two projects are part of the much-needed revitalization of the U.S. merchant marine which the convention also said was essential.

One maritime resolution noted that the United States has lost 22 percent of its maritime jobs between 1967 and 1976, dropping from 243,000 to 199,000, with another 3,000 jobs lost by May 1977. All this follows the pattern of a steady decline in the U.S. maritime industry, which led the world at the end of World War II.

The rest of the legislation necessary to a viable maritime policy includes cargo preference or bilateral shipping reductions, closing of tax loopholes that encourage U.S.-owned ships to fly foreign flags, bringing federal maritime administration under one agency, incentives for shipbuilding, bringing the Virgin Islands under the Jones Act requirement to use U.S.-flag vessels in domestic trade, and revival of the American passenger ships.

On almost all these points, it was stressed, U.S.-owned and manned vessels are up against impossible odds in competing with ships of countries, including the USSR and Poland, which heavily subsidize their merchant marine.

"If that support is not provided, the U.S. merchant fleet will wither and collapse," the convention stated. It warned that this would have dire consequences for national defense and industry dependent on oil and vital minerals.

The advent of superports is essential, the convention stressed, because the world's tankers are already too large for conventional U.S. ports—and the tankers are going to get bigger and bigger.

The resolution cited a full-fledged federal survey that found two superports essential now, one off Louisiana and one in the Gulf off Texas.

Ocean mining carries a potential in the class with a Jules Verne story, with the convention citing mining systems that explore, find, mine, process and ship vital materials. Each system would have as many as four vessels—depending on whether the processing plant was afloat or on land—and could employ 600 to 1,000 workers.

In all, the mining systems the United States needs could provide 20,000 jobs for seafarers, technicians and chemical workers.

Ironically, the resolution noted that just as U.S. merchant affairs have gone steadily downhill for 30 years, there is danger that ocean-mining could become a runaway, lost to foreign flags "even before its first commercial operation."

Successorship Bill Wins Endorsement

Los Angeles—The AFL-CIO pledged to work for prompt congressional enactment of a union contract successorship bill.

Proposals are currently before Congress to amend the National Labor Relations Act to require an employer who assumes ownership of a business to honor the terms and conditions of an established collective bargaining agreement.

The problems of successorship in established contracts are compounded with the increasing concentration of large conglomerates in the food and service industry, often forcing small businessmen to sell out or merge, the federation noted in a resolution at its convention here.

The AFL-CIO Food & Beverage Trades Dept. has set passage of the successorship bill as its top legislative goal in Congress.

Boycott Aid Pledged To Iowa Beef Strikers

Los Angeles—A convention resolution pledging full support of the Meat Cutters & Butcher Workmen's strike against the Iowa Beef Processing Co. called on members of all AFL-CIO unions to engage in a "don't buy" campaign against the company.

Some 2,200 members of the union have been on strike against Iowa Beef since February over the issues of wages and benefits. The company lags well behind other firms in the meat processing industry on these items, the resolution pointed out.

Vice President Charles Hayes of the Meat Cutters told the convention that "no longer are we concerned about . . . parity of wages" with other companies, but with Iowa Beef's "undercutting the wages of (companies) who compete with them."

The company produces almost 35 percent of the fabricated and hanging beef distributed in the United States, Hayes said.

Iowa Beef recently opened its doors to new non-union employees, the union charged, and has engaged in a campaign to encourage strikers to come back to work without a contract. Hayes said that "this company has a history of being anti-union, one who is fairly versed in the technique of union busting."

He noted the difficulty of carrying on a boycott of the company's products, since beef cannot carry a union label or a symbol indicating where the meat was processed.

The union advised, therefore, that consumers ask the meat cutter or head butcher at their stores to check if the store handles Iowa Beef. If the answer is yes, Hayes said, "you let them know that you don't intend to patronize that store as long as they have this meat."

To Meet Workers' Needs:

Improvement Asked In Pension Policies

Los Angeles—Changes are needed in the federal pension law and in pension fund investment policies to make retirement programs work better for participating union members and beneficiaries.

A series of resolutions adopted at the AFL-CIO convention called for an overhaul of the administration of ERISA, a reversal of a federal court ruling that threatens bankruptcy of some pension plans, and for channeling of union pension funds into investment programs that are in the best interest of workers.

ERISA—the Employee Retirement Income Security Act—has given workers added pension protection, but it is suffering from the dual administration of the Treasury and Labor Departments, the convention said.

To correct flaws uncovered during the past three years, the convention called for congressional amendments that would shift ERISA administration entirely to the Labor Dept., permit certain beneficial transactions that are now banned, and extend full coverage to public employees.

It also urged Congress to clarify ambiguous language in the law that could be misinterpreted by the courts and to improve termination insurance regulations.

Another resolution warned that investments of AFL-CIO affiliates and negotiated pension plans—with assets running into the billions of dollars—should not be entrusted to institutions whose policies are adverse to the welfare of workers.

It urged unions to channel their funds into programs that would spur union construction of housing, schools, hospitals, factories and stores to provide needed jobs. Pension trustees also should allocate at least 10 percent of their investment portfolios to government-guaranteed mortgages, the resolution said.

For local unions and other groups with lesser financial resources, the convention noted that similar investment goals are available in the AFL-CIO Mortgage Investment Trust. The MIT portfolio provides a secure investment for participants in addition to promoting union-built projects, it stressed.

The convention also expressed concern over a ruling by the U.S. 7th Circuit Court of Appeals that would give the Securities & Exchange Commission jurisdiction in union pension plans.

It pointed out that union pension plans are already subject to regulations of the Labor Dept., the Internal Revenue Service and the Pension Benefit Guarantee Corp., and the court ruling makes them retroactively liable for not meeting SEC standards of disclosure. It backed efforts to reverse the decision in the Supreme Court or in Congress.

Another resolution called on all federation affiliates and local bodies to help spur the development of organizations for retired union members, and urged the groups to affiliate with the National Council of Senior Citizens.

Mail System's Public Service Duty Stressed

Los Angeles—The concept of the public service must be restored to the U.S. Postal Service, the AFL-CIO declared.

Efficient mail service, with preferential rates for nonprofit organizations, are important adjuncts to First Amendment rights of free speech, press and religion, the convention said.

A resolution on postal services called for an automatic public service increase of not less than 20 percent of the previous year's budget.

It also urged presidential appointment of the Postmaster General, along with other provisions of the labor-endorsed Postal Service bill.

Instead of a Board of Governors, the resolution proposed a presidentially-appointed National Advisory Committee to the Postmaster General composed of representatives of postal workers, mail users and the general public.

The convention said Congress should review postal rate increases, service cutbacks and major capital expenditures.

12TH CONVENTION of the AFL-CIO, as it looked on its opening day in Los Angeles, with delegates from affiliated unions and state and local central bodies. They were joined by visitors from all parts of the world and hundreds of reporters, photographers and technicians.

14-Point Program Set to Expand On-the-Job Protection of Workers

Los Angeles—Both the federal government and the labor movement must make added efforts to achieve the protection workers need from occupational injury and health hazards, the convention declared.

Although improvements have been made in federal enforcement and administration of job safety this year, the convention noted, much more remains to be done to meet the full intent of the 1970 law.

A 14-point resolution spelled out labor's commitment and goals in making workplaces safer, including the creation of an "institute or other appropriate structure within the AFL-CIO as a permanent means of more adequately meeting our responsibilities to protect the safety and health of workers."

It also pledged with the cooperation of AFL-CIO affiliates to expand union training and education programs aimed at curbing occupational hazards.

The federation will continue to press for needed appropriations in Congress for the safety, health and environmental programs under the Departments of Labor and Health, Education & Welfare and the Environmental Protection Agency, the resolution stressed.

A vital step in achieving the goals of a national safety program is the expansion of enforcement authority for the Occupational Safety & Health Administration, the convention said. This includes federal preemption in the promulgation and enforcement of OSHA standards in all states.

It called for OSHA coverage to be extended to all federal, state and local government workers who are now excluded. A federal funding and staffing commitment will be essential in meeting this end, the resolution noted.

The convention also called for:

- States operating under the OSHA federal program to enact legislation and to provide needed resources in extending coverage to public employees.
- Workers and their unions to have the right to contest OSHA citations, a right now limited to employers, and to give them equal status with employers in contesting citations before the Occupational Safety & Health Review Commission.
- Amending the federal safety law to assure that workers are not docked for the time needed to accompany OSHA inspectors during a tour of their workplaces.
- Retention of wage rates and all benefits for workers transferred to another job because medical examinations indicate their health is threatened by continued exposure to toxic substances. This protection should be incorporated into all OSHA standards.
- Federal legislation placing job safety authority under the Labor Dept. for railroad workers and employees of federal contractors working on projects for the Energy Research & Development Administration and the Nuclear Regulatory Commission.
- Extending OSHA jurisdiction to petroleum resource development on the Outer Continental Shelf.
- Upgrading the HEW's National Institute for Occupational Safety & Health, including the expansion of its programs, facilities and staff.
- Broadening OSHA's capabilities in the development of new standards and lessening its dependence on outside sources.
- Denial of federal contracts to employers who fail to provide adequate safety and health programs under the Walsh-Healey Act.

The convention also urged Labor Sec. Ray Marshall and Assistant Labor Sec. Eula Bingham to improve enforcement by:

- Withdrawing state OSHA plans that have failed to match the protections provided in the federal program and to re-evaluate all phases of existing state plans.
- Speeding up the processing of complaints of workers who have been victims of discrimination by their employers for exercising their OSHA rights.
- Expanding safety training programs for workers, upgrading compliance officers and improving coordination between OSHA and NIOSH.
- Accelerating the development of occupational health standards without downgrading safety regulations.

Stronger Enforcement Urged for Wage Laws

Los Angeles—Stronger, more effective enforcement of the Fair Labor Standards Act was urged by the AFL-CIO to assure that low-paid workers aren't shortchanged on the series of minimum wage step-ups that Congress enacted earlier this year.

The new legislation represents a "substantial improvement," the convention noted. But it must be effectively enforced, the resolution stressed.

Citing recent sharp increases in wage-hour violations reported by the Labor Dept. the convention urged that the department be given "sufficient staff and resources" to protect America's lowest-paid workers from "unscrupulous employers."

The resolution also called for strengthened enforcement of other federal laws to protect labor standards—the Davis-Bacon Service Contracts and Walsh-Healey Acts.

In the area of unfinished business, the convention urged Congress to:

- Reduce the standard work-week to 35 hours "in order to provide more jobs for the presently unemployed."
- Raise the penalty premium for overtime work, "to double time on a daily and weekly basis to encourage employers to hire additional workers rather than to schedule overtime work."
- Require state and local governments to meet federal wage-hour standards for their own employees as a condition for receiving federal grants.

Such a requirement is needed, the resolution noted, because the effort by Congress to cover public workers under the Fair Labor Standards Act was thwarted by an adverse Supreme Court ruling.

Crackdown Sought On Air Highjackers

Los Angeles—Expressing continued concern over airline hijackings, the AFL-CIO convention affirmed support of legislation now before Congress that would impose sanctions on countries that aid and harbor international terrorists.

The legislation also would provide for the suspension of air transportation and certain export licenses by the United States with countries that are identified as aiding the terrorists.

Other provisions in the measure call for the Justice Dept. and the State Dept. to mobilize federal resources to combat terrorists and for the upgrading of security on chartered flights to the standards now set for scheduled air carriers.

Strong Penalties Sought For Hiring Illegal Aliens

Los Angeles—A program to halt the influx of illegal aliens but protect the rights of those already here was outlined by the 12th convention of the AFL-CIO.

The convention resolution praised President Carter's proposed legislation, but said "his proposals for penalizing the unscrupulous employer of illegal aliens are much too weak."

Criminal penalties are the only justice for such employers, the convention said, noting that they are trafficking in human misery and undercutting competitors whose scruples won't let them do the same.

Current estimates of the number of illegal aliens working in America run as high as 12 million—about double the estimates when the AFL-CIO first called for congressional action on the problem at its 1971 convention.

A penalty for employers was one of five specific actions urged by the convention. The other four also stressed civil liberties protections for the illegals themselves as well as fellow workers endangered by a dragnet.

The convention called for a general identification system based on the social security number; a system for adjustment of status for those already here, strengthened border control, and protections "to eliminate any possibility that employers may discriminate against U.S. citizens or resident aliens with Spanish surnames and other ethnic backgrounds."

Carter was also praised for rejecting any renewal of a bracero system, and the convention pointed out that economic development in underprivileged countries would help relieve the "push" of desperate, unemployed people trying to gain entry into the United States.

Drain on Benefits Cited:

Health Security Approach Held Only Way to Curb Soaring Costs

By John R. Oravec

Los Angeles—Enactment of a comprehensive national health insurance program based on the principles of the Health Security bill is the only way escalating medical care costs can be effectively contained, the AFL-CIO convention declared.

Rising costs of health care are causing reduced benefits under private insurance and existing federal programs, the convention noted. And as a result of the increasing costs, many union health and welfare funds are depleting reserves, or have had to reduce benefits to remain solvent.

Until a comprehensive national health program is enacted, the AFL-CIO will continue to support federal legislation to improve services and to hold down unnecessary costs, a convention resolution said.

These proposals include measures to increase and improve medical manpower, bring about a better distribution of physicians, community health planning and spreading the cost of quality care more equitably throughout the population.

While the AFL-CIO favors an effective and fair approach to containing health costs, the resolution said, "we will continue to oppose any so-called hospital cost-containment program that would adversely affect the wage of hospital employees."

A comprehensive Health Security program could do more than what many other programs seek to accomplish in their separate, uncoordinated approaches, the resolution stressed.

Actor E. G. Marshall told convention delegates that the nation's existing health insurance system must be improved because it does not meet the costs of providing adequate health care for all Americans.

E. G. MARSHALL

Marshall, who is a charter member of the Committee for National Health Insurance that has long-promoted the passage of the Kennedy-Corman Health Security bill, said the United States has the means to make it the healthiest nation in the world.

"There are only two industrialized countries in the whole world without some form of national health insurance: the United States of America and the Republic of South Africa," Marshall pointed out.

He said the need and support for a comprehensive national health insurance program has been documented in numerous public hearings and opinion polls.

In a Time magazine poll, 61 percent favored a comprehensive health care bill; 63 percent voiced support in an NBC poll, and 66 percent supported the use of taxes for a national health program in a Cambridge Survey.

"We have elected presidents by a narrower margin," Marshall pointed out.

But if President Carter hopes to win passage of the comprehensive health care legislation he has promised to introduce early next year, "he will need our strong, united, unequivocal support."

Marshall said that the concept of national health insurance is under attack from such well-financed and powerful groups as the National Association of Manufacturers and the American Medical Association.

He warned that the AMA has already budgeted $750,000 to fight national heath insurance. And while the health insurance industry has spent millions in the past, it will spend additional millions more in the present fight.

Marshall pointed out that most union members have health insurance coverage because they fought for it. But they also can lose that coverage, just as the Mine Workers have, he noted.

"If we go on strike, or are laid off, or change jobs, we lose it. It is not guaranteed. It is not a right. Nor does our insurance guarantee high quality at a price we can afford."

Delegates Vow Fight for Duration To Defeat Stevens Union-Busting

Los Angeles—The AFL-CIO and its affiliates have enlisted in the battle against the J. P. Stevens brand of union-busting for the duration—until the company accepts the right of its workers to organize, and until it bargains in good faith when they do so.

"Our union will never give up the struggle until the victory of the workers is attained," Clothing & Textile Workers President Murray H. Finley told the convention.

Neither will the rest of the trade union movement, the delegates pledged.

They said so in a series of deeply moving speeches in the floor discussion that preceded adoption of a resolution that:

- Called on all affiliates to help the Stevens workers organize.
- Pledged continued support for the consumer boycott of the company's products.

The resolution spelled out the reasons why the 14-year struggle to help workers at the 89 textile plants of the Stevens chain has become a cause of the entire labor movement.

"Never has any employer so persistently violated the National Labor Relations Act and so brazenly flouted the orders of the court," it declared.

Plumbers & Pipe Fitters President Martin J. Ward stressed that the Stevens boycott "is in the interest of all workers," whatever their trade. He noted that the company's anti-union animus isn't limited to its production workers. Stevens insists on non-union construction contractors as well, Ward said.

New York locals of entertainment unions in the Associated Actors & Artistes held a big rally to support the Stevens workers the week before the AFL-CIO convention—and Presidents Frederick O'Neal and Penny Singleton of the Variety Artists made clear that such demonstrations of support will continue for as long as it takes.

North Carolina AFL-CIO President Wilbur Hobby said the lack of union representation that J. P. Stevens is trying to perpetuate has kept the wage level in his state $1.55 an hour below the national average.

Velma Hill, a vice president of the Teachers, had been to the recent Spartanburg, S.C., rally attended by more than 1,500 J. P. Stevens workers from all parts of the corporation's textile empire.

To a hushed convention, she reported:

"I tell you, brothers and sisters, that their courage and their commitment filled the auditorium. Worker after worker took the floor and they pledged to stand firm against J. P. Stevens's intimidation and harassment. They pledged to stand together, black and white, against J. P. Stevens and its discrimination and firing. And, above all, they pledged to hold on to the union."

Seafarers President Paul Hall, chairman of the convention's Resolutions Committee, told the delegates that he considered the J. P. Stevens issue, with all its ramifications "the single most important problem that you will confront in this convention."

It's not just a problem for the union directly involved, he stressed. "It is the Carpenters' problem . . . it is the Seafarers' problem."

Before putting the resolution to a vote — a shouted, unanimous chorus of "ayes"—AFL-CIO President George Meany spoke for a united labor movement to serve notice that "this convention and this organization is determined to bring the J. P. Stevens organization into the 20th Century."

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12-17-77

Bricks and Mortar

Tax Cut Called Urgent To Shore Up Economy

(Continued from Page 1)

faces a special economic problem that makes a tax cut essential," the convention said.

"The increase in social security payroll taxes and the simultaneous increase in energy costs must be offset by individual income tax cuts in order to avoid another recession."

A tax cut isn't a substitute for direct job-creating programs, the convention stressed. But it is a needed "added stimulus to purchasing power in 1978."

The resolution cited housing actions that could be taken without new congressional authority "to accelerate new construction and major rehabilitation of units under the low-income housing programs."

It asked Congress to follow up by approving additional funds for urban mass transit and railroad trackbed rehabilitation.

It urged a new public works program to attract or keep industry to older urban areas, as well as an expansion of the accelerated local public works program enacted early this year.

Public works spending generates jobs in both the construction industry and in the supplier industries, the resolution noted, while accomplishing a useful public purpose.

The convention asked a major enlargement of public service employment programs, declaring that government should be "the employer of last resort for those who cannot find jobs elsewhere."

It asked that job creation programs be targeted to the problems of minorities and to inner cities.

It sought stiff penalties for employers who hire and exploit illegal aliens, asked changes in trade policies that undermine America's industrial base and urged Congress to exert its authority over the Federal Reserve System so as to assure "enough expansion of money and credit to assure balanced economic growth."

Fear of budget deficits has been a factor in holding back needed programs, the convention noted. But in fact, recent deficits reflect lost revenue from unemployment and lagging economic growth. The convention cited a Congressional Budget Office estimate that each 1 percent drop in the unemployment rate would bring in an additional $15 billion a year in tax receipts and lower unemployment-related social welfare costs by $4.5 billion.

"Jobs are the answer," the convention declared. The purchasing power generated by new jobs "will put the unused productive capacity of American industry back to work, thus cutting unit costs and reducing inflationary pressures."

The resolution warned of "a very real danger of a new economic downturn." It concluded:

"A tax cut that merely offsets the social security and energy tax increases, without job creating proposals, will not be enough. An additional stimulus program, along the lines of the AFL-CIO proposals, will not only prevent disaster but will insure that this nation will finally be on the road toward full employment."

Burns Should Go, Convention Declares

Los Angeles — President Carter can help fight unemployment by replacing Arthur Burns as chairman of the Federal Reserve Board when his term expires, the AFL-CIO convention said.

It urged Carter to do so, declaring that the nation's economy is still suffering from the "high-interest, slow-growth" policies of the FRB under the leadership of Burns.

Mine Workers Win Support In Coal Strike

Los Angeles—Members of the United Mine Workers striking the Bituminous Coal Operators since Dec. 6 deserve the support of every union in the country, the AFL-CIO convention declared in a resolution.

The UMW had sought to resolve the issues in the dispute through the collective bargaining process, the resolution noted. But the mine operators have maintained an inflexible position throughout the negotiations despite the record profits they are rolling up. As a result, the resolution said, many miners with young families are being deprived of basic health care protection.

In offering the support of the AFL-CIO to the strikers, the convention called on the federation's affiliates and state and local central bodies to give full cooperation to the UMW in its struggle to achieve a fair and speedy settlement.

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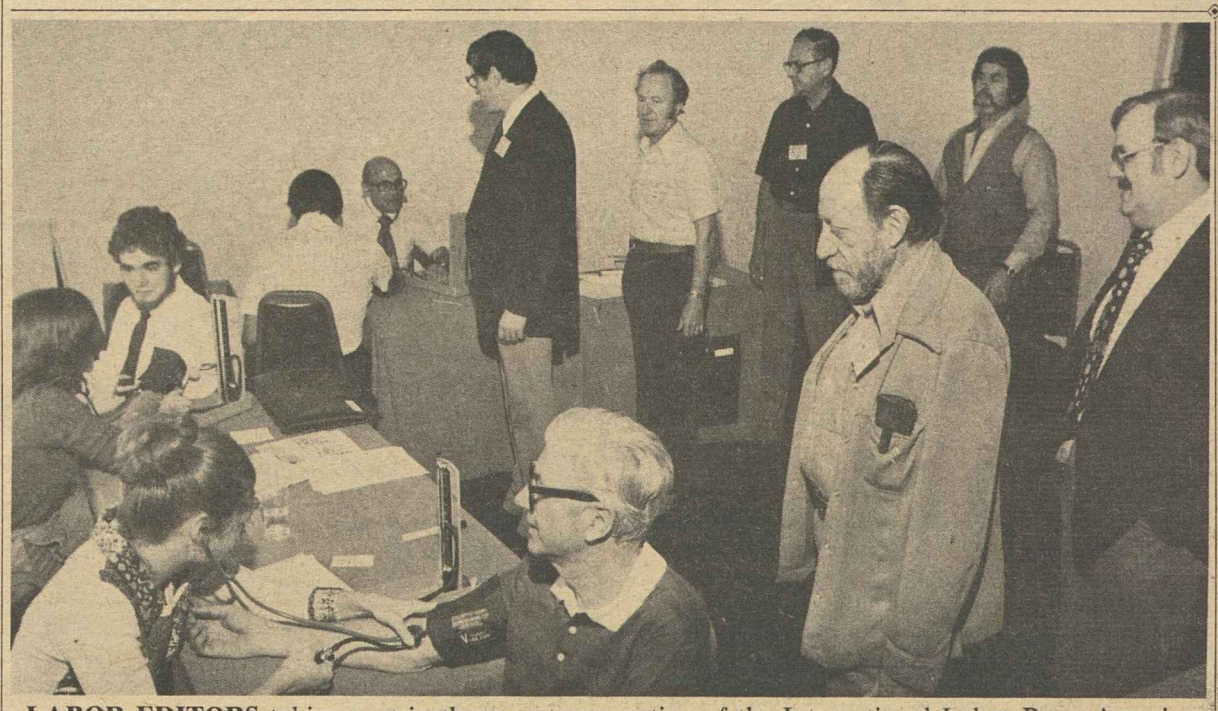
New Amendments Bolster Social Security Program



LABOR EDITORS taking part in the recent convention of the International Labor Press Association in Los Angeles were offered free blood pressure checks, courtesy of the American Physical Fitness Institute. The tests were administered during polling hours for ILPA's hotly contested election of a president and 14 vice presidents.

Price Rise, Wage Drop Registered

By James M. Shevis

Christmas shopping, a drain on the pocketbook in the best of times, was tougher than usual for workers this year as prices rose and buying power shrunk in November.

In a double-barreled blast of bad economic news, the Bureau of Labor Statistics reported a rise of five-tenths of 1 percent in consumer prices last month while shorter working hours reduced real spendable earnings by four-tenths of 1 percent. The result was fewer dollars to pay for higher-priced goods and services.

Real spendable earnings, or take-home pay expressed in constant 1967 dollars, fell to $95.62 a week from October's $96.01 level. This was even less than the $96.64 that workers averaged in 1972. Over the year, real spendable earnings were up by 3.9 percent, but the increase was due to the more liberal standard tax deduction that took effect last June.

Somewhat softening these gloomy reports, the Commerce Dept. announced its second upward revision in the measure of the nation's third-quarter real gross national product. Real GNP, or total output of goods and services adjusted for inflation, increased at an annual rate of 5.1 percent in the July-September period, rather than the 4.7 percent rate reported last month, the government said. Only two months ago, the department estimated real growth during the summer months at a sluggish 3.8 percent.

The increase in the government's consumer price index last month followed three months of relatively modest inflation. The CPI rose three-tenths of 1 percent in August, September, and October and by four-tenths of 1 percent in July. BLS attributed the quickening in November to sharp price rises for groceries and other commodities, especially new cars.

Food prices were up six-tenths of 1 percent compared with a negligible 1 percent in recent months. Prices of commodities other than food rose five-tenths of 1 percent

(Continued on Page 8)

NLRB Cites Sharp Rise in '77 Caseload

The 1977 fiscal year witnessed another substantial increase in the number of cases filed with the National Labor Relations Board, its general counsel reported.

John Irving, summarizing his office's operations during the year, said in a preliminary report that the unfair labor practice case intake reached a record high of 37,287 cases, and was 8.1 percent above that of fiscal year 1976.

There was a slight increase, 1.5

(Continued on Page 2)

In First Session:

Record of Congress Short of '77 Hopes

Congress closed its first session with a legislative record that stands up well when compared to the recent past, but falls short of the expectations raised when eight years of divided government were ended by the election of a Democratic president and a heavily Democratic House and Senate.

During its first session, Congress completed action on a landmark minimum wage bill, strengthened social security financing and improved the food stamp program.

The House passed the labor law reform bill, but killed two other measures important to the trade union movement—construction site picketing and cargo equity for U.S. tankers. Ironically, both had passed Congress during the Ford Administration only to be vetoed.

A House-Senate conference deadlock blocked final action before adjournment of the energy conservation program that President Carter saw as the cornerstone of his legislative program. The deadlock appeared to be breaking up in conference meetings that continued after adjournment, but indications were that the price lid on natural gas would be raised almost as fast as the big oil and gas companies had sought.

Early in the session, Congress provided needed emergency jobs and economic stimulus programs. But its programs fell short of the full employment commitment needed to jolt the nation's economy back on course.

The 95th Congress convened on Jan. 4, 1977, took an August vacation and then worked until Dec. 15, 1977. Its second session will convene Jan. 19, 1978, and the accomplishments of that session will largely determine history's evaluation of the 95th Congress.

In addition to the legislative areas already mentioned, congressional action during the first session included:

- House passage of Hatch Act reform that would allow federal

(Continued on Page 8)

Pay Hikes Due 6.3 Million on Existing Pacts

An estimated 6.3 million workers will receive deferred pay increases averaging 5.1 percent next year under previously negotiated major collective bargaining agreements, the Labor Dept. announced.

Otherwise, 1978 will be a light bargaining year, the government observed. Only about 2 million of the 9.7 million workers covered by major contracts are under agreements expiring or permitting reopening of wage provisions next year. Major agreements are those covering 1,000 workers or more in the private nonfarm economy.

Bargaining in 1978 will be heaviest in the second quarter of the year when the majority of construction contracts covering some 740,000 workers is expected to expire.

By comparison, 4.9 million workers were under contracts that expired or permitted reopening of wage provisions in 1977, and about 4.5 million workers are expected to have received deferred wage increases by the close of the year.

Some workers may receive both

(Continued on Page 8)

Fund Deficit Averted By Higher Tax

By David L. Perlman

The social security amendments that President Carter signed into law on Dec. 20 are designed to keep the system on a sound financial footing for decades to come.

To avert a projected deficit and to pay for a more generous retirement test, Congress took these actions:

- Changed the formula for computing retirement benefits to remedy a technical flaw in a 1972 amendment to the social security law. The miscalculation would have been compounded over the years if left uncorrected. The new formula is intended to assure that the average worker will get a retirement benefit equal to 43 percent of pre-retirement wages, with cost-of-living protection after retirement.
- Raised both the payroll tax rate and the maximum income subject to the social security payroll tax above the levels scheduled under the old law.

As at present, the tax will be the same for workers and employers and the payroll tax will be the sole source of funding. The Administration had proposed and the AFL-CIO had strongly urged that the federal government make a contribution during years of high unemployment and that employers be taxed on the full amount of their payrolls, with no upper limit. But Congress rejected both concepts.

The Carter proposals would have held down the amount the payroll tax increase needed to fund social security benefits, and AFL-CIO Social Security Director Bert Seidman expressed labor's regret that Congress didn't adopt them.

Congress wrote into the bill a two-year study of the controversial issue of mandatory coverage of federal, state and local employees —or any combination thereof— under social security. Seidman noted that the AFL-CIO convention asked the federation's Executive Council to monitor the study

(Continued on Page 3)

ILLEGAL UNION-BUSTING activities of J. P. Stevens & Co. are protested by 400 demonstrators at Stevens's corporate headquarters in New York. The demonstrators also rallied support for organizing efforts of the Clothing & Textile Workers and labor's boycott of Stevens products. The rally was sponsored by the Coalition of Labor Union Women.

Candlelight Rally in N.Y. Spurs Stevens Boycott

New York—The plight of J. P. Stevens textile workers was brought into focus for thousands of New Yorkers during a rush-hour rally outside the corporation's headquarters here.

The rally was sponsored by the Coalition of Labor Union Women on behalf of the Clothing & Textile Workers, which has been attempting to bring union representation to the firm's 44,000 employees since the early 1960s.

The rally was called to focus public attention on the illegal activities used by Stevens to avoid unionization of its 85 plants.

With some 400 demonstrators participating and thousands of homebound New Yorkers looking on, City Council President-elect Carol Bellamy declared that "Stevens's record of abuse of the law is clear. People have a means of recourse, and the recourse is a show of power of the people and that is what's happening here."

Speaking from a sound truck parked in front of the company's headquarters, Stevens worker Myrtle Cribbs told how the company shut down its Statesboro, Ga., plant rather than accept a National Labor Relations Board order to recognize the union as representative of the mill hands.

Cribbs told how overseers at the Statesboro mill had harassed workers during the union organizing drive. She also described conditions in the town among the hundreds of workers left jobless when the company closed the mill.

The rally was held by candlelight, with Bellamy lighting the first candle to begin the demonstration.

It was the second attack suffered by Stevens in the course of the day. Earlier, Sen. Patrick Moynihan (D-N.Y.) told an American Manufacturers Association seminar at the Americana Hotel here that Stevens is "the symbol of illegality and reaction" in American labor relations.

Moynihan warned that "if Stevens becomes the symbol of the entire textile and apparel industries," the industries may lose support in Congress and the Carter Administration in combatting problems such as the threat of imports.

Moynihan urged the busines executives not to oppose passage of the Labor Law Reform Act. The law, passed by the House and due for a vote in the Senate in early 1978, would provide stricter enforcement of many of the labor laws Stevens has been found guilty of violating.

Air Controllers Reach Agreement on Contract

The Professional Air Traffic Controllers Organization has reached agreement on a new three-year contract with the Federal Aviation Administration covering working conditions. The pact must be ratified by PATCO's membership. The ratification process is expected to take five weeks.

PATCO's 14,500 members have been working without a contract since July 7. Union President John F. Leyden announced the contract terms at a Washington meeting of 350 PATCO local representatives.

The new contract, which extends a year longer than previous PATCO agreements, was reached after a 19-hour, all-night bargaining session on Dec. 14. FAA Administrator Langhorne T. Bond said through a spokesman that the agreement was "fair and equitable." Salaries are not covered in the contract; they are covered in pay schedules set by the Executive Branch and Congress.

The settlement gives controllers with seniority the right to transfer to equal-paying jobs at other airports and air traffic control centers that are not as busy. It also gives controllers the right to bid for similar but higher-paying jobs at other airports.

In addition, the pact continues the PATCO program under which controllers are automatically released from their job when they represent the union during investigations of aviation accidents. It also continues the protections currently afforded controllers who participate in the aviation safety reporting system of the National Aeronautics & Space Administration.

NLRB Cites Sharp Rise in '77 Caseload

(Continued from Page 1)

percent, in the number of representation cases, 14,399, the report noted. Irving said it was significant that of the total number of cases filed, unfair labor practice cases more than doubled the representation case intake. Besides these two categories, there were 731 cases of other types processed.

The report also observed that in fiscal 1977 the NLRB began development of a computer system for automating case-handling information and processing. The system, which is expected to be fully operative by July 1980, will be phased in gradually to become ultimately an agency-wide information process to record case data flow from initial filing in NLRB's 32 regional offices to final disposition and closing, Irving said.

The average professional staff to handle the increased workload in 1977 was 1,161, compared to 1,048 in fiscal 1976, the report noted. Irving observed that during the past 10 years the professional staff has increased only 21.8 percent while the case intake has risen 75 percent.

Other highlights of the report showed an increase in the percentage of unfair labor practice charges in which merit was found after investigation. The merit factor rose from 32.4 percent in fiscal 1976 to 33.2 percent in fiscal 1977.

A record $12,500,000 was distributed in backpay and fees, dues and fines in 1977, compared to $11,363,827 in fiscal 1976, a 10 percent increase.

Regional Directors Withdraw:

NLRB Aides Shun Anti-Union Forum

Five regional directors of the National Labor Relations Board who accepted invitations to sit in on what were described to them as "discussion panels on labor-management relations" found they had been billed as key participants in seminars advising businessmen how to bust unions.

As soon as they learned they would be participating in programs entitled "The Blueprint for Avoiding Unionism: A Do-It-Yourself Approach," all five withdrew, Press Associates Inc. (PAI) reported.

"They were suckered," said an official at NLRB headquarters here.

The National Labor Relations Board, in administering the government's key labor law, is not supposed to take sides in labor-management issues.

Thomas Miller, director of information for the NLRB, said the regional directors had accepted what they thought to be "routine" speaking invitations from a group identified as the Affirmative Management Practices Institute of New York.

A few weeks later they received copies of brochures listing them as participants in AMPI conferences. The brochures had the "Blueprint for Avoiding Unionism" title, and the directors realized they had agreed to more than they had bargained for.

All five contacted John Irving, general counsel of the NLRB, and he advised them that participation in such a program would be "most inappropriate," Miller said. The withdrawals followed.

Miller said the directors needed no urging to withdraw and in fact had "indicated their reluctance to participate" in the seminars once they discovered their substance. Irving confirmed their decisions.

"These guys are savvy enough to see the pitfalls" of participation in a seminar instructing business people how to fight unionization, Miller said. "They wouldn't do that on a cold day in June."

The issue came to light when John Henning, executive secretary-treasurer of the California AFL-CIO, obtained a copy of the brochure advertising an AMPI session scheduled for San Francisco on Nov. 29-30. The brochure listed NLRB Region 20 Director Natalie P. Allen as a participant.

Henning learned of other AMPI meetings already held in or scheduled for Atlanta, Dallas, Kansas City and Cherry Hill, N.J., with NLRB regional directors billed as participants in each case. He fired off a letter to NLRB Chairman John Fanning to "vigorously protest the cooperation by the NLRB with this blatantly union-busting program in any way, shape or form."

Henning said it is "philosophically indefensible to have the NLRB associated with such a purpose."

Fanning replied to Henning, telling him the regional directors had learned the true intent of the AMPI sessions before any had actually been conducted, and all had withdrawn.

He said Irving had notified the management group of the "impropriety" of NLRB involvement in the sessions and then notified the regional NLRB officials. "I completely agree with (Irving's) decision," Fanning wrote.

AMPI is one of a growing number of private firms catering, for a fee, to employers interested in keeping their operations non-union. In AMPI's case, according to their advertising, the fee for a two-day seminar ranges from $385 to $410.

Bottle Blowers Install Hatfield as President

Media, Pa.—James E. Hatfield was sworn in as the new president of the Glass Bottle Blowers Association headquartered here.

Hatfield, the ninth man to hold the office, succeeds Harry A. Tulley, who retired. He assumed the presidency under a union constitutional provision calling for the secretary-treasurer to fill the office in the event of a vacancy.

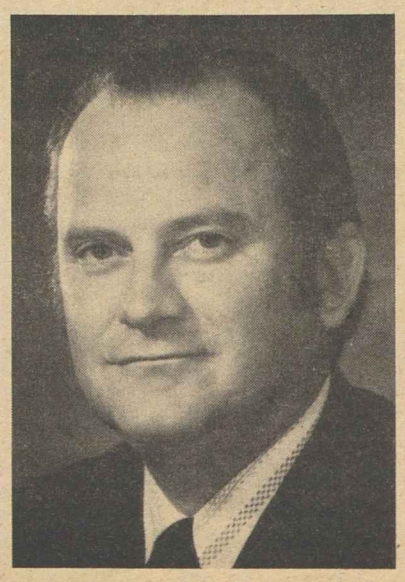
Hatfield, who became secretary-treasurer in 1974, announced the appointment of William J. MacLuskie to succeed him in the No. 2 spot. MacLuskie was vice president of the union's Area I.

A native of West Virginia, Hatfield began work in the glass industry at the age of 22 with the Kimble Glass Co. in Columbus, Ohio. He joined Local 106, rising through the ranks to the office of president. Later, he became vice president of the Franklin County central labor body in Columbus, and served in a committee post with the Ohio State Federation of Labor.

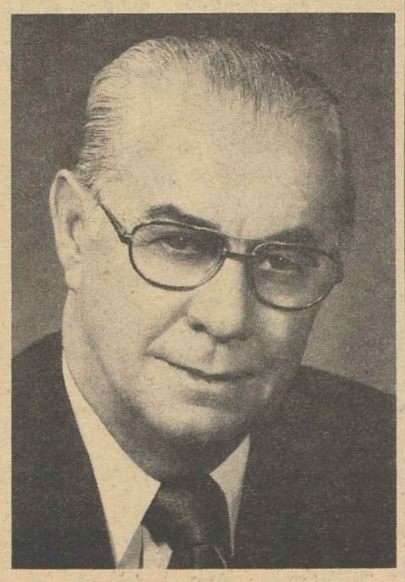
He began his work with the international union as an organizer, serving also as an international representative, executive offcer and as Area II director in the central states prior to becoming secretary-treasurer.

MacLuskie served as president of Local 219 in New Jersey from 1946 to 1953 when he became an organizer for the international. The Pennsylvania native advanced to field representative in 1956, executive officer in 1958, and area director for the eastern region in 1964. He became vice president in 1970.

Upon assuming the presidency, Hatfield announced the appointment of Frank Carter as Area I vice president, succeeding MacLuskie, and Carl Legler as Area III director, replacing Carter. Legler has served as the union's director of research and education since 1970.



JAMES E. HATFIELD



WILLIAM J. MacLUSKIE

Fund Deficit Averted:

New Amendments Bolster Social Security Program

(Continued from Page 1)

to insure that its recommendations provide full protection for the retirement rights of public workers.

Even without the new legislation, the payroll tax would have risen substantially in the years ahead to pay for previous improvements in the law.

Over the coming decade, the new legislation will result in a relatively modest additional increase in the payroll tax above the amounts previously scheduled for persons earning under $20,000 a year. But a bigger extra bite will come off the paychecks of persons in upper income brackets, largely because the amount of pay subject to the tax will be significantly higher.

Thus, in 1987, the person earning $10,000 a year will have $1.35 a week more deducted for social security (including the Medicare and disability insurance programs) than would have been the case under the old law. At the $20,000 pay level, the added cost of this year's amendments will be $2.70 a week in 1987. But a person earning $40,000 a year will pay an additional $16.30 a week.

In return for paying more into the fund, those with higher incomes will be building up bigger future retirement benefits and will have greater insurance protection while employed.

The employer share of the social security tax will go up by the same amount, but the net cost will be less since business firms can deduct the cost of social security taxes while workers are taxed on their full incomes, including the amount taken out for social security.

At the White House signing ceremony for the bill, President Carter said the income tax reductions that he will propose to Congress in January will offset the heavier payroll tax burden that workers will incur.

Carter predicted that the new legislation will assure the soundness of the social security system through the year 2030. Projections that far into the future involve estimates of such variables as the birth rate over the next decades, unemployment levels and trends towards earlier or later retirement.

The issue of earnings after retirement emerged as one of the more controversial elements of the bill as it moved through Congress.

Under the old law, persons between the ages of 65 and 72 could draw full social security benefits only if their earnings were under $3,000 a year. Above that amount, benefits would be reduced by $1 for each $2 in earnings. After age 72, there was no restriction on earnings.

The theory of an earnings limit is that social security is intended to replace lost income due to retirement, not as an annuity to be paid on reaching a set age. It would require a substantial increase in the payroll tax to eliminate the retirement test completely, as the House initially voted to do.

The final version raises the ceiling on outside earnings to $4,000 for 1978, and then by $500 a year to $6,000 in 1982. Thereafter, the ceiling will continue to rise in line with the increase in average wages.

Also, starting in 1982, there will be no limit on earnings for persons aged 70 and 71—a two-year drop from the present law. However, a person with an annual income over the cutoff level will no longer be able to receive a social security check for a month in which earnings were less than one-twelfth of the annual ceiling.

In other new provisions, Congress:

- Shortened from 20 to 10 years the length of time a person must have been married in order to qualify for social security benefits on the basis of a spouse's earnings.
- Barred any loss of benefits for widows over 60 who remarry, effective January 1979.
- After a five-year transition period, reduced social security benefits to a dependent spouse by the amount of any federal, state or local civil service pension received by the spouse.
- Directed a study of differences in the treatment of men and women under the social security program, with a report to Congress in six months.
- Established a nine-member commission to study the financial condition of the various social security programs and trust funds, with a final report due in two years.

HUMAN RIGHTS VIOLATIONS behind the Iron Curtain were detailed by Soviet dissident Vladimir Bukovsky at a luncheon sponsored by the New York City AFL-CIO. Joining Bukovsky at the head table were AFL-CIO Sec.-Treas. Lane Kirkland and Vice President Albert Shanker, right. Bukovsky's appearance wound up a speaking tour of major U.S. cities sponsored by the AFL-CIO.

Steel Locals Complete Iron Ore Ratifications

Steelworkers locals ended a 138-day strike against iron-ore miners and processors, ratifying new agreements with the two remaining companies affected by the walkout.

USW Local 6115, the last of 15 Steelworkers' locals to settle with the industry, approved the settlement on Dec. 16 with Inland Steel Co. in Virginia, Minn. The pact covers about 460 workers at Inland's Minorea mine.

A day earlier, three other locals representing about 3,600 workers ratified similar agreements with United States Steel. The five other iron-ore firms settled with the union on various dates during the fall.

The key issue in the dispute involved incentive pay. Under the agreement the companies agreed to a plan that will provide at least 75 percent of the ore workers with 55-60 cents an hour in additional earnings, effective Nov. 1, 1979. Those workers not covered by the plan will come under an attendance-bonus program providing an additional 30 cents an hour.

Other local issues were resolved by the agreement, including safety and seniority issues. About 16,000 production workers in Minnesota and northern Michigan were involved in the strike, which began on Aug. 1. The Mesabi iron range in Minnesota alone accounts for about two-thirds of the country's iron ore.

The strike was the industry's longest since it was unionized 40 years ago. The negotiations were made more difficult by the companies' refusal at first to discuss the incentive pay issue at the local level. Management argued that the union's insistence on bargaining the point locally violated the Experimental Negotiating Agreement, under which both sides have agreed to forego strikes or lockouts over national issues.

The union noted, however, that incentive pay in the past had always been considered a local issue and finally prevailed upon the companies to bargain over it. The strike began on Aug. 1.

Other companies involved in the negotiations were Pickands Mather & Co., Oglebay Norton, Hanna Mining, Cleveland-Cliffs Iron Co., and Reserve Mining Co.

Flight Engineers Seek World Law on Hijacks

Kowloon, Hong Kong—Airplane hijacking has once more become an international menace after a relative lull, and the world community must unite to put an end to it, the Flight Engineers declared at their 29th annual convention.

At a weeklong meeting here, the union warned that the problem of aviation terrorism is a critical one from which no country is immune.

"It ignores territorial boundaries," an FEIA resolution observed "Since the problem is international it must be tackled as an international crime on a supranational basis with international policing, international trials free from any political bias, and certain international punishment.

"This solution is not unrealistic," the union noted. "We have many precedents of joint international task forces and trial of war criminals—for such are the perpetrators of these monstrous crimes."

The resolution called upon the International Transport Workers Federation to consider at the meeting of its civil aviation section in Geneva, Switzerland, what immediate actions should be undertaken when the next serious hijacking case occurs. The ITF should be ready to organize boycotts and other sanctions against countries which continue to flout world opinion and support those who carry out acts of terrorism, FEIA said.

In other action, the union elected officers, approved changes in its constitution, and approved resolutions on other issues. About 75 delegates, half of them from the United States, represented FEIA members in 15 nations.

In its most far-reaching internal action, the convention changed its constitution to create two unions—one an organization of only U.S. affiliates or chapters, the other made up of equal representation from the 15 countries in which FEIA has members.

The American union will continue its affiliation with the AFL-CIO, the other will not. After voting the constitutional changes, delegates elected the same officers, and agreed to maintain the same headquarters in Washington, D.C.

President William A. Gill, Jr., was re-elected to a sixth two-year term. Also re-elected were Vice Presidents Jack Wahle, Frank Durkin and Donald F. Thielke. Harry S. O'Brien, executive vice president and secretary-treasurer, has another year remaining in his term.

Delegates came from Argentina, Australia, France, Greece, Hong Kong, Israel, Italy, India, Spain, South Africa, Portugal, Great Britain, Pakistan, Singapore, and the U.S.

Cruikshank Criticizes 'Misleading Reporting'

New York—"Misleading reporting" has caused older Americans needless "fear and anxiety" over the future of social security, White House Counsellor Nelson Cruikshank charged.

Cruikshank, former president of the National Council of Senior Citizens and currently chairman of the Federal Council on the Aging, said some press reports show ignorance of the nature of the social security system.

It's not like putting money in a bank account, Cruikshank noted, but an insurance program which protects against "the risk of loss of earned income through retirement, disability or death of the breadwinner."

Persons paying into the system receive this protection and may end up receiving more or less than the premiums they paid. But there has never been any danger that the payments due to persons under social security would not be made, Cruikshank stressed.

He spoke at a conference for media executives, representatives of the elderly and of the agencies that serve them. It was sponsored by the American Jewish Congress, the National Council of Churches of Christ, the U.S. Catholic Conference and the Columbia University School of Journalism, under a New York Times foundation grant.

Impact of Tax Changes In Social Security Law

The following table compares total annual social security taxes scheduled under the old law and under the amendments signed into law by President Carter Dec. 20 for workers at various wage levels.

Earnings		1977	1978	1982	1987
$10,000	Old Law	$585	$ 605	$ 630	$ 645
	New Law	—	605	670	715
$15,000	Old Law	878	908	945	968
	New Law	—	908	1,005	1,073
$25,000	Old Law	965	1,071	1,474	1,613
	New Law	—	1,071	1,675	1,788
$40,000	Old Law	965	1,071	1,474	2,012
	New Law	—	1,071	2,131	2,860

Mobil Parted Company On Cargo Equity Bill

All but one of the big oil companies opposed the cargo preference bill that came before the House last October. The exception was Mobil Oil, which on several occasions endorsed the labor-supported concept that a portion of oil imports to the United States should be carried in American-flag tankers.

A story in the Oct. 22, 1977, issue of the AFL-CIO News erred in stating that all of the major oil companies opposed the legislation.

State-County Adds Units of 9,000 in Iowa

Des Moines, Ia. — The State, County & Municipal Employees won bargaining rights for 9,000 Iowa state employees in two representation elections tallied here.

In a unit of nearly 8,000 technical employees, AFSCME won by a 2,736 to 1,078 margin. Among professional, fiscal and staff employees, the union won by 323 to 186.

The union already represents large groups of state blue collar, social service professional and security workers. Its two new election victories bring the total of Iowa state workers represented by AFSCME to more than 17,000.

Christmas 1977

ON THIS CHRISTMAS 1977 the quest for peace continues in Southern Africa, Northern Ireland, the Middle East—wherever the whine of gunfire and the boom of bombs are taking lives and bringing death, fear and despair.

In the more than 30 years since the holocaust of World War II, the striving for peace has continued unabated with but limited success. For there are nations to whom power and control are more important than peace—the nations that have refused to condemn terrorism or torture as political weapons.

Nevertheless, the struggle to establish peace and freedom on a lasting basis must continue without letup. For it is as clear as it was in 1945 that there is no alternative to peace in this age of missiles and satellites; peace today is a condition of survival.

The free world has the resources, the manpower and the ability to rid the world of hunger and disease and to provide the basis of social justice so that all men can taste of bread and freedom.

Yet as we move farther along in the 1970s, repression and dictatorship are still prevalent for most of the world's peoples, and the battle against hunger and disease and want goes slowly.

But the struggle goes on because there is the eternal hope for a better tomorrow, another opportunity to try to bring to fruition the ancient message of peace and goodwill.

IN OUR OWN COUNTRY there is a sense of unease and frustration as the problems of unemployment and inflation, poverty and discrimination and injustice persist, albeit in small measure when compared to the problems elsewhere in the world.

It is time, perhaps, to shed the self-indulgence, the hedonistic lifestyles, and turn with vigor and determination to solving the ills still besetting us, the problems still unsolved.

As we make the turn into 1978 the trade union movement, operating as it has always as the people's lobby, will take up anew the battle to bring a sense of dignity and worth and well-being, a fair share of the wealth they produce, to America's workers and to the nation as a whole.

The issues change little: a good job, decent housing, proper health care, quality education, assistance against the hazards of unemployment, injury, old age, and above all an atmosphere in which freedom—civil rights, civil liberties—and peace can flourish.

Peace and goodwill, bread and freedom—these are the goals that express the essence of the trade union movement and for which it will expend all its efforts and resources.

AFL-CIO News

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Few 'Career' Recipients:

Study Explodes Popular Myth On Long-Term Welfare Use

By Gus Tyler

HOW MANY PEOPLE are there in the United States who make welfare a way of life?

Although finding a firm answer is not easy, a 10-year study by the University of Michigan Survey Research Center gives us our first scientific response.

An answer is not easy to come by, because all we really know from the usual government statistics is the number of people who are on welfare at any given time. There may be several million on any one day. But some of these may be on welfare for a week or a year, only to return to society as productive citizens.

Such figures don't tell us much about just how many there are who live on welfare for, let's say, nine years out of a 10-year period. These are the sad souls who make welfare a career. They are also the stereotype of people on welfare as engraved in popular imagery and in many editorial excoriations of the "poverty" parasites.

Thanks to the Michigan study, we have some solid statistics to enlighten us. For a decade the researchers have been tracking some 5,000 sample families. The findings form the basis of a highly informative piece by a couple of distinguished scholars—Martin Rein of the Massachusetts Institute of Technology and Lee Rainwater of Harvard.

The first thing they found is that "the life-careers of women and their children are central to the welfare experience." So they focused on women who were aged 18 to 54 when the study started in 1968. (These women are now ages 28 to 64.) On the basis of this sample, this is what they concluded would be the pattern for the country:

There would be 50 million such women. Of these, only 7 million would have been on welfare at one time or another in the 10-year period. But very few of these made welfare a way of life. Only 770,000 were on welfare for nine out of the 10 years.

Of these 770,000, only 616,000 were dependent on welfare for more than half their income. The other 154,000 leaned on welfare to supplement less than half their income.

"Overall, one can conclude that the welfare class is a definite minority among welfare recipients," write the two Cambridge professors in Challenge, a magazine of economic affairs. Statistically, the class is about 1 percent of all women.

Who are the people who go on welfare for only short periods of time—the welfare recipients who do not make the handout a way of life?

One large group is made up of those who "make use of welfare in the course of some kind of family transition—usually a marital breakup." Welfare is a helping hand to enable the female household head to get on her feet and to become a breadwinner.

A second group is made up of families that are disrupted not by loss of a mate, but by loss of a job. Welfare tides them over a hard moment in their lives.

A third group is made up of people who collect welfare until such time as they are moved on to some other social insurance program, like a widow's or survivor's benefit.

Who are the people in the welfare "class"—the permanent recipients? They do not seem to fit any one description beyond the fact that for them "everything is going wrong at the same time." Apparently, their lot is not a happy one.

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A Campaign for 'Simple Justice'

We urge the leadership and members of the Senate to adopt the Labor Law Reform Act as speedily as possible and to stand firm against filibusters or other delaying tactics.

We call on all our affiliated unions and their members, and on all Americans who believe in fair play and equal justice, to speak up to the senators of their states on this issue. . . .

We appeal, also, to the fair employers of America, who respect the rights of their employees and who negotiate honorably with their unions . . . to join in this campaign for simple justice. We are convinced that many business and industrial leaders must be uneasy at finding themselves, through their associations, supporting those whom they know to be unfair employers, unfair competitors and subverters of the rule of law.

—From the resolution on labor law reform adopted at the AFL-CIO Convention, Los Angeles.

Convention Highlight:

Dramatic Call by Humphrey Cites Unions' Political Task

The following remarks are excerpted from a dramatic telephone address to the AFL-CIO convention by Sen. Hubert H. Humphrey.

YOUR WORK year after year, election after election, has made it possible to put progressive-minded people in government. Sometimes we haven't put enough of them in. We have missed presidential elections that we should have won. We have lost some congressional elections.

But it's been the labor movement that has been the driving, motivating force, and if the Democratic Party doesn't understand that, then the Democratic Party is dead and doesn't have any future at all. And I hope to goodness that they get my message.

Your work in this past year has restored a majority government to America, and we owe an awful lot of that to the work of COPE. You now have friends in the White House and in Congress. We need to make sure that the true and loyal friends that we have there are back in Congress after that 1978 election, and hopefully add on a few extra. Now, you know that's a tough job. Off-year elections are not easy.

We need to let some of these young men that are in Congress that got your support know that there is such a thing as loyalty, that when they get your support and ask for your help and promise that they are going to do something, that they keep their word. And if they don't keep their word, my dear friends, I think the best thing for you to do is to let them go their own way and see how far they get.

Unless you are as tough and demanding and as persistent in pushing for legislative and executive progress and action as you were in the election of one year ago, then your victory and our victory will end up being an empty shell. We can't quit. We've got to demand, we have got to insist, we have got to fight, we have got to put forward our programs and say this is what we want.

Our first priority has got to be to restore our nation to full employment and a growing and expanding economy. We can't do any of these things we want to do unless we have people at work, people with income, unless we get people off welfare that want to be on the job, unless we can put our young people to work instead of having them roam the streets and living off of crime.

So the first thing we have got to do is to make up our minds that we have got a war on our hands, and it's a war against recession, it's a war against inflation, it's a war against stagnation. And we have got to be willing to put resources into it, and we don't put nearly enough.

A second item of our priority agenda must be labor law reform. I can promise you that the Senate is going to move and move promptly beginning in January to address this requirement. It will be a battle, but we can win it.

We cannot permit some employers to ignore these rights with disdain for the law. You and I know that most of our employers obey the law. They bargain in good faith. They are happy to work with their unions. The reforms that we suggest will not hurt any of those that are lawful, it will be a blessing. It's designed to get tough on the cheats who have wiggled around the law at great cost to our working people for years. And we know who they are and we can put an end to this injustice, and we must do it. That's one of the things you have got to demand in 1978 when that Congress opens up: Demand that the new reform law be passed and passed quickly.

Thirdly, the President will soon announce a new urban development policy for America. It's designed to end what was called the malign neglect. Not benign, but malign neglect, the callous indifference, the social cancer that eats at the very innards of our great metropolitan areas, that has resulted in tragic decay of many of our cities.

WE'VE GOT THE PEOPLE, we've got the money. We need a new type of urban development bank in this country that provides long-term financing, that makes it possible for cities and small towns and communities to have the things that they need to make their cities and their communities livable.

Finally, we must deal with the harsh fact that unfair competition from abroad has cost thousands, yea hundreds of thousands of American workers jobs and loss of income. Now, there is a lot of talk about free trade. I grew up in that kind of educational atmosphere, but I'm here to tell you there is no free trade when other governments provide massive subsidies to our competitors, when they permit exploitive wage rates and when they dump excess production into the American market while maintaining trade barriers to the products that we produce.

I think we ought to say to the whole world we have had enough of this and we will not tolerate any more of it.

We will work hard to achieve agreements with other nations to reduce their exports where current levels are causing serious damage to American industry, industry that's suffering from joblessness and unemployment. But those nations also should understand—and I want you to get this straight—that we will fight fire with fire. If American jobs cannot be protected from unfair competition in any other way, we are not going to get rolled over; we're not going to be an easy take. I'm for fair trade, not free trade, just fair trade, that's all we ask.

Hailed by Delegates:

Israel, Egypt Labor In Historic Meeting

The 12th AFL-CIO convention erupted with a prolonged standing ovation when President George Meany made a "dual introduction" of Yerucham Meshel, secretary-general of Histadrut, the Israeli Federation of Labor, and Saad Mohamed Ahmad, president of the Egyptian Federation of Labor.

Following are excerpts from Meany's introduction and from the addresses to the convention of Meshel and Ahmad.

MEANY—The joint appearance of these two representatives of labor from the Middle East, I think, is significant. It is significant of what is going on in that part of the world today, and it is also significant in the sense that both of these groups expect the American people, and certainly the AFL-CIO to make whatever contribution is necessary to bring about peace in that very, very troubled area of the world.

MESHEL—I am a member of parliament. I have seen Sadat. It is not only to listen to him, but to feel his words and his feeling and behavior is from an honest man. He wants peace and he will get peace.

I am in opposition to the government about economic problems. As you know, President Meany, we are not accepting the economic policy. But about peace, there is no opposition in our country. All the parts of our country are for a lasting peace.

We want a lasting peace, a peace of justice, which we can live in peace all together, Israel and Egypt, Israel and our neighbors, and I do hope the time will come that we will create a Middle East common market, and we will deal with, not Israel alone, but in the name of all the Middle East countries.

After the meeting in Israel, between Egypt and Israel, only the governments talk together. It is this historical convention that on this platform, on this rostrum, of the delegates of the AFL-CIO, in the fraternal gatherings, in the second events, that not only governments will meet together, but trade unions have to meet together, and they have to pave the way and to hammer out a lasting peace.

Now, when President Sadat was in my country, when I had the opportunity to talk to him in a small group, I told President Sadat that I will send an invitation to Mr. Ahmad to visit us officially. The invitation was sent to him. I do hope very soon that we will see a delegation of trade unions from Egypt to our country, as well as from our country.

AHMAD—In the name of the Egyptian General Federation of Trade Unions. I would like to say that I am indeed delighted and thankful to Brother Meany for inviting me to attend this great convention. I am sure that my participation in the work of this great convention and my visit to your country will lead to initiating a process of close cooperation and to the establishment of brotherly relations between the Egyptians and the American labor movement.

The peace initiative taken by President Sadat was indeed a bold and a courageous step. This step represents a realistic attitude toward a just peace in the Middle East. It also represents and stresses the true desire for bringing peace to the peoples of our region, this region which suffered too long from the scourge of war. This is the time to employ all our efforts and strength toward building our country and bringing about a secure and happy life for all the peoples in the region.

I can assure you that the entire Egyptian people support President Sadat in this courageous step. The Egyptian people condemn those who cry out empty slogans, thinking that the issue could be solved by empty rhetoric, which is far from reality and the truth.

During my visits to Jerusalem with President Sadat I sensed a good feeling among the Israeli people and their design for true peace. We fully believe that the entire Arab peoples are also keen on establishing peace. Therefore, we shall move forward with the help of peace-loving countries, foremost among which is the United States of America, in our efforts for the realization of the ultimate goal, which is to bring peace to our region. We will work toward the final elimination of war, which marked the history of the Middle East for too many years.

Union-Industry Program:

Sheet Metal Workers Sharpen Skills for New-Breed Energy

AS THE NATION moves to develop new sources of energy, sheet metal workers and their employers are developing the crafts and skills it will take to apply that energy to the nation's needs.

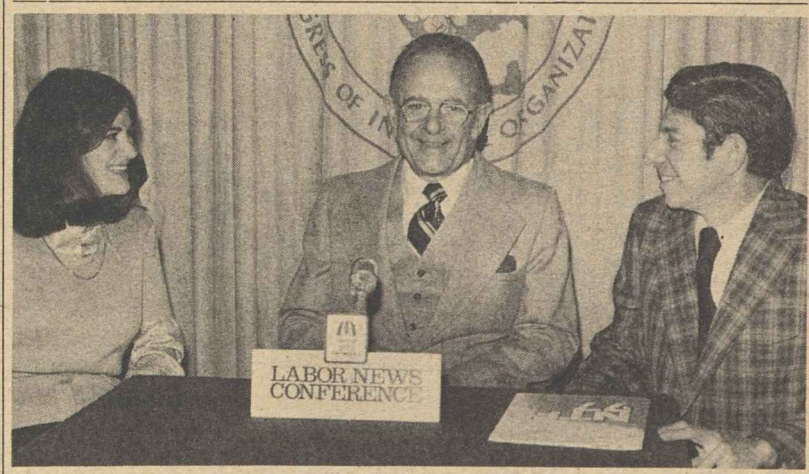
That report was made by Wilbur Fillippini, administrator of a unique skill-updating effort launched six years ago as an outgrowth of national contract bargaining between the Sheet Metal Workers and the sheet metal and air conditioning industry. Fillippini said that the joint union-management program, the National Training Fund of the Sheet Metal & Air Conditioning Industry, is aimed at upgrading the skills and techniques of the union workers who will help design and install solar, nuclear and other energy-generating facilities.

Questioned by reporters on the network radio interview Labor News Conference, Fillippini pointed out that the project is wholly funded by a 2-cents-per-hour employer contribution negotiated by the union. He said that both the 100,000 journeymen and 10,000 apprentices are eligible to take part in the program, which includes both classroom instruction and on-the-job work.

Fillippini said the program demonstrates that both the union and the industry recognize that they have a responsibility to help meet the energy crisis. He said that studies conducted by the fund have "convinced us that solar energy will make a major contribution to the nation's energy needs," and that the industry and its workforce, "which handles air of all types," must be trained and equipped "to perform the installations."

He said that through the program, union contractors gain "the highest-skilled and best-trained people" and are able to meet any competition from non-union contractors. He stressed that "one of the weaknesses of the non-union element is that they do not have the training facilities to meet the demands of the nation."

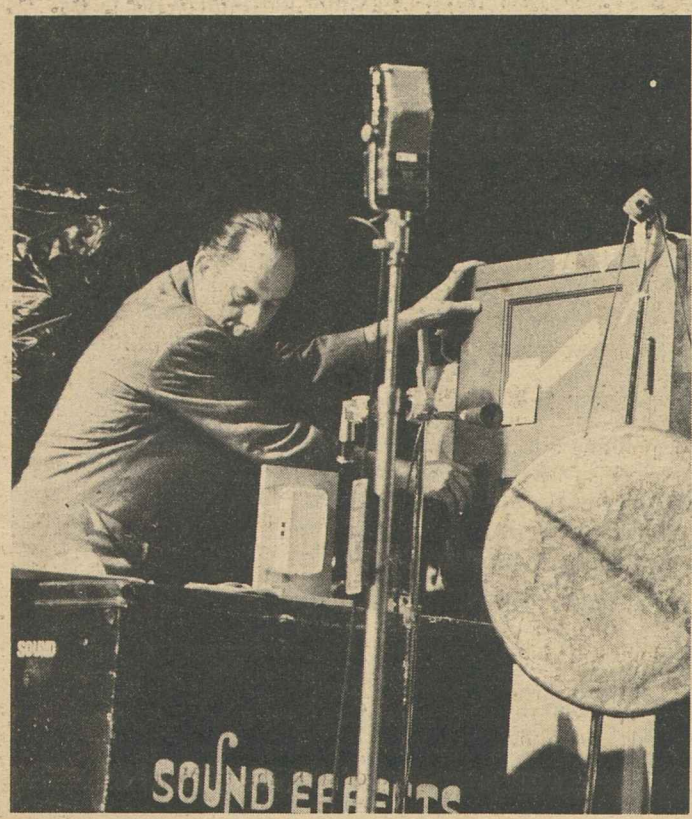
Reporters questioning Fillippini on the AFL-CIO produced public affairs program were Ann McFeatters of the Scripps-Howard Newspapers and Harry Conn of Press Associates, Inc. The program is aired weekly by Mutual radio.



DEVELOPING NEW SKILLS to apply solar and other new energy sources to the nation's energy needs is the role of the National Training Fund of the Sheet Metal & Air Conditioning Industry, said Wilbur Fillippini, center, administrator of the union-employer program, on Labor News Conference. Questioning him were Ann McFeatters of the Scripps-Howard Newspapers and Harry Conn of Press Associates, Inc.

Edgar Bergen trades quips with Charlie McCarthy.

Cast assembles for "Golden Days of Radio."



Sound effects are created by Gus Bays.

Union Performers Brighten Convention

Delegates to the AFL-CIO convention in Los Angeles were treated to two special shows staged by members of the federation's performing arts unions.

The shows—produced with the cooperation of the unions and the George Meany Center for Labor Studies—played before full-house audiences in the Bonaventure Hotel, the site of the convention.

On Dec. 8, the Television & Radio Artists and the Musicians produced a bit of nostalgia with "A Salute to the Golden Days of Radio," by recreating a number of old favorites, such as Fibber McGee and Molly, the Edgar Bergen Show and One Man's Family.

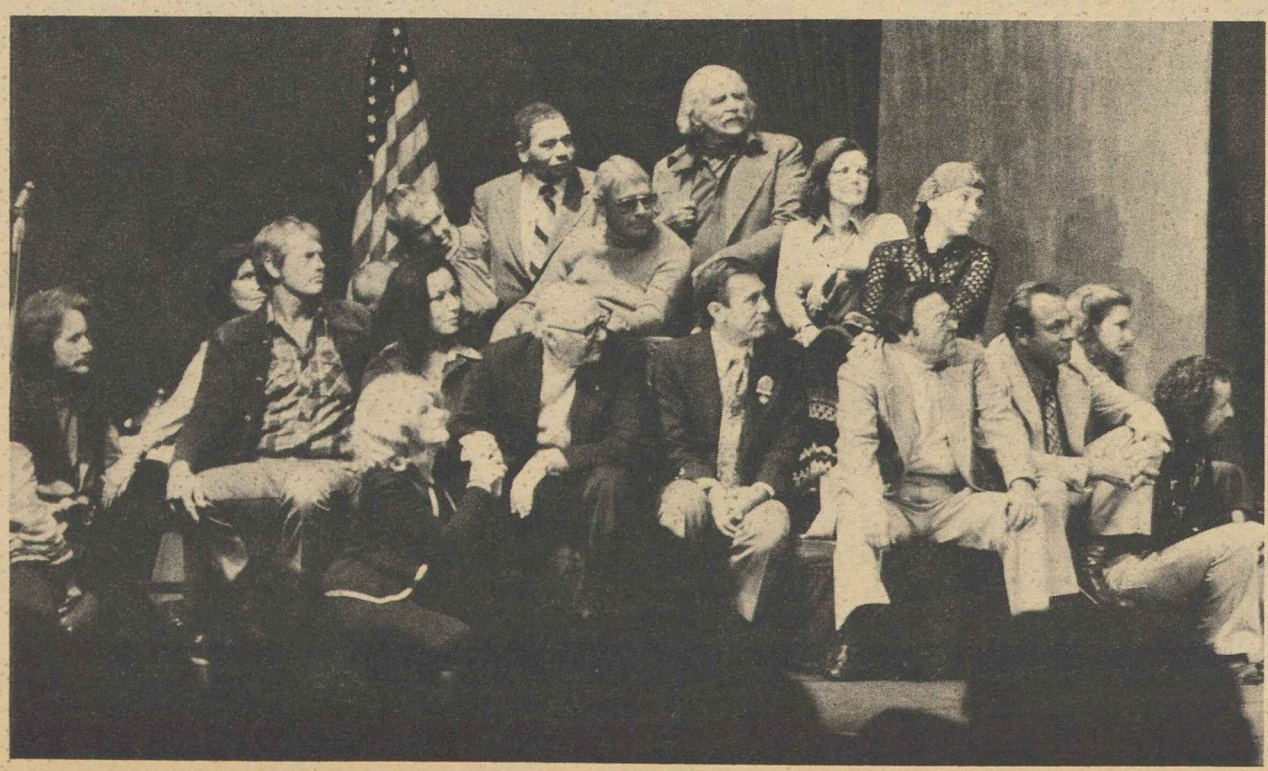
On Dec. 12, the Screen Actors and Actors' Equity put on a program titled "The Sights and Sounds of Stage and Screen," featuring Theodore Bikel, Kathleen Nolan and Jean Stapleton.

Following the two shows, participating performers engaged in a dialogue with the audience, discussing their work and the role of their unions.

Jean Stapleton as Edith Bunker.

In the directors' chairs are President Frederick O'Neal of the Actors & Artistes, Kathleen Nolan of the Screen Actors and Theodore Bikel of Actors' Equity.

Bill Baldwin and Mel (Bugs Bunny) Blanc.



"Stage and Screen" performers on the set.

Guest Conductor Meredith Willson led the Manny Herman orchestra.

High Court Ruling:

Seniority Protected In Maternity Leaves

The Supreme Court ruled unanimously that a working woman cannot be deprived of her accumulated seniority if she takes a maternity leave.

At the same time a court majority reaffirmed its 1976 stand that employers need not provide sick leave pay to pregnant women even if the employer has a company plan providing coverage for other types of disabilities and injuries.

Justice William Rehnquist, speaking on behalf of the majority, wrote that an employer may not deprive a female worker of her seniority when she returns to work after having a baby. In such a case, he said, the employer "has not merely refused to extend to women a benefit that men cannot and do not receive, but has imposed on women a substantial burden that men need not suffer."

The court's position was that, because only women can become pregnant and be required to take maternity leave, depriving women of seniority in this instance is a case of sex discrimination prohibited under the Civil Rights Act of 1964.

On the other hand, the court majority said, refusing sick leave pay to pregnant women is not sex discrimination. This is because an employer acting in this manner is only withholding a benefit from women that men do not receive either.

The AFL-CIO and the Auto Workers jointly filed a brief in June supporting the court's ultimate decision on the seniority question. In part the brief argued that more than mere temporary disability benefits were at issue in the case since loss of seniority was a permanent bar to promotions and increased the possibility of layoffs long after the maternity leave was over.

The reasoning behind the court's ruling would appear to rule out practices similar to denying seniority because of pregnancy, such as firing women for becoming pregnant, and refusing to hire, promote or grant women certain tenure rights for the same reason.

The court's position on sick-leave benefits would be nullified if the House passes a labor-backed bill that would require employers to include pregnancy benefits in their workers' disability plans. The Senate passed the legislation by a 75-11 vote in September.

Splitting a fine hair between the two issues of seniority and maternity benefits, Justice John Paul Stevens wrote "Although some discrimination against pregnancy—as compared with other disabilities—is permissible, discrimination against pregnant or formerly pregnant employees is not."

AGREEMENT PROVIDING for joint sponsorship of trade union programs in the Americas is consummated in Los Angeles by the American Institute for Free Labor Development (AIFLD) and the Inter-American Organization of Workers (ORIT). Signing the agreement before a group of hemispheric trade union representatives are ORIT Sec.-Gen. Juan Del Pino, left, and AIFLD Executive Director William C. Doherty, Jr.

ATU Voting On Settlement At Greyhound

Phoenix—Negotiators for the Amalgamated Transit Union's 14,000 Greyhound bus drivers and terminal employees tentatively agreed to a new three-year contract to replace an agreement that expired on Oct. 31.

The settlement requires approval by the union's membership. ATU's Amalgamated Council of Greyhound Divisions mailed out ballots, and scheduled a vote-count on Dec. 28 in Phoenix.

Highlights of the settlement include wage increases and fringe-benefit improvements, but details of the agreement were withheld until the ratification process is completed. Union members rejected an earlier company offer on Nov. 21. About 900 workers left their jobs without union authorization in Cleveland, Pittsburgh, Salt Lake City, and Charleston, W. Va., after the contract expired. They have since returned to their jobs.

Label Trades Adopt Per Capita Boost

Los Angeles—Monthly per capita payments will increase from 1.5 cents to 3 cents starting Jan. 1 for unions affiliated with the Union Label & Service Trades Dept.

Delegates to the department's 58th convention approved the increase to finance a projected expansion of activities based on a six-year study of the department's operations, Sec.-Treas. Earl D. McDavid reported.

The convention also authorized the formation and chartering of groups of retired union members to further expand the activities of the department throughout the country.

Kirkland Cites Policy On COPE Fund Shift

The AFL-CIO has "never used non-voluntary funds for any illegal purpose," Federation Sec.-Treas. Lane Kirkland said in reply to a complaint brought against the AFL-CIO by the Federal Elections Commission.

The AFL-CIO will respond in court demonstrating no violation of federal election spending laws, Kirkland said, pointing out that the practice complained of by the FEC had been approved by the General Accounting Office for seven years.

The FEC filed a civil suit in federal court charging that the AFL-CIO had illegally transferred more than $392,000 from its general treasury to finance election activities and recommended that the court fine the federation $10,000.

Kirkland said that the FEC complaint "does not completely state the facts." The $392,000 transferred to the Political Contributions Fund from the COPE Education Fund was a partial repayment of funds loaned to the Education Fund under a long-standing practice approved by the GAO before establishment of the FEC.

Kirkland explained the practice: "Voluntary contributions from AFL-CIO members are contributed annually but, from time to time, that fund loaned money to the COPE Education Fund and the Education Fund repaid these loans. The GAO auditors approved this practice. In the years from 1970 through 1977, a total of $704,500 was loaned to the Education Fund and only $392,000 was repaid."

When the FEC investigation started, based on a complaint filed last summer with the FEC by the National Right to Work Committee, the AFL-CIO informed the commission of this practice and "in negotiations stated our willingness, in view of the FEC's interpretation of the statute, to cease this practice after repaying to the Contribution Fund the $312,000 currently due it. The FEC refused our proposal and filed this complaint," Kirkland said.

He stressed in a statement that "we want to repay that debt and believe that, as a matter of law, we have a right to do so."

Joe Johnson New President In Oklahoma

Oklahoma City—Joe E. Johnson, a member of the Rubber Workers, was elected president of the Oklahoma State AFL-CIO at the federation's convention here.

Johnson defeated Henry L. Likes, who had held the office since 1964. Sec.-Treas. Ben Hutchinson was re-elected for his fourth term.

Delegates to the three-day convention also voted to increase per capita payments by 5 cents to a total of 35 cents a month to build a Free Collective Bargaining Fund. The fund would be used in the event that conservative forces in the state attempt to push a so-called right-to-work law through the legislature.

Among the resolutions adopted at the State AFL-CIO's 11th convention was one urging creation of a union public relations program in Oklahoma to promote a more favorable image of labor and promote the virtues of the collective bargaining process. Delegates also urged passage of National Health Security.

Speakers and guests included Charles Bradford, executive director of the Human Resources Development Institute; Lt. Gov. George Nigh; Sen. Gene Howard, president pro tem of the Oklahoma State Senate, and Jack Lovett, District 6 vice president of the Communications Workers.

Court Refuses to Bar Early Retirement Rules

The Supreme Court ruled that federal law prohibiting age discrimination does not protect employees forced into early retirement by employer benefit plans in place before passage of the Age Discrimination in Employment Act of 1967.

The effect of the ruling on some 11 million workers covered by such plans may be temporary, however, because legislation on the verge of final passage would prohibit mandatory retirement before the age of 70 in almost all forms.

Rejecting an appeals court ruling by a 7-2 margin, the court decision does, for the moment, make it legal for employers to force workers drawing benefits from pre-1967 plans to retire before they reach 65, if the plans require pre-65 retirement.

The court majority held that the 1967 law makes it illegal for employers to refuse to hire workers who are under 65 for reasons of age, but that the law does not absolutely prohibit mandatory retirement.

Justices Thurgood Marshall and William Brennan, who dissented from the ruling, noted that the court majority's "mischief . . . may be short-lived" because the House and Senate have both passed amendments to the 1967 law that would forbid forced retirements in almost all cases before the age of 70.

The slightly different House and Senate versions of the amendments are currently in conference, and final action on the measure will probably take place next year.

The decision growing out of a suit brought by a former employee against United Airlines, centered on a section of the 1967 law which provides that it is not unlawful for an employer to observe the terms of a "bona fide" employee benefit plan which is not a "subterfuge to evade the purposes" of the law.

The court majority, with the exception of Justice Byron White, said that the date of the United plan's founding, 1941, was decisive. Since the plan was implemented long before the federal law's enactment, it seemed impossible that the plan was designed to evade the law, the court majority held.

Marshall and Brennan held that the majority's decision gives rise to the "bizarre" possibility that an employer could force an employee to retire but could not use age as a factor in deciding whether to hire the employee if the latter applied to get his old job back.

Hawaii Unionists Take Craftsmanship Honors

Los Angeles—Two skilled building tradesman from Hawaii received the first Craftsman of the Year Award at the Building & Construction Trades Dept. convention here. The award will be presented annually by the American Institute of Architects and the BCTD.

The 1977 winners are Robert E. Zehner of Painters Local 1791 and Clement Kilia of Plasterers Local 630 for their work in the restoration of Iolani Palace, a historical site in Honolulu which at one time housed Hawaii's royalty.

The award cites Zehner and Kilia for their "demonstration of ingenuity, neatness and accuracy in solving the problems and details left to their discretion. . . ."

Also cited for Awards of Merit were Clyde Fujimoto of the Sheet Metal Workers for a naval facilities project in Honolulu and Charles Coleman of the Lathers for work on St. George Ukranian Catholic Church in New York City.

The awards were presented jointly by BCTD President Robert A. Georgine and AIA President-elect Elmer E. Botsai.

The annual craftsman award program was established by AIA and BCTD to recognize and encourage outstanding workmanship and the display of inqenuity by building tradesmen.

Judges of this year's entries were Presidents William Sidell of the Carpenters and Hilliard Smith, Jr., and Harry Ruthlege of the AIA.

Meat Cutters Send Special Yule Card

Meat Cutter locals throughout the country have a special Christmas card that members are sending to the senators from their states.

It extends the conventional "Very Best Wishes for a Merry Christmas and Happy New Year."

But there's more to the message: "We could have a Merry Christmas and a far happier New Year if we were assured that you would vote for Labor Law Reform without any weakening amendments."

In First Session:

Record of Congress Short of '77 Hopes

(Continued from Page 1)

workers to take a more active voluntary role in political activities while protecting them from political pressure. The labor-supported measure currently is bottled up in the Senate Governmental Affairs Committee. Other election reform measures appear stalled. A Senate filibuster killed public financing of congressional elections, and House Democratic leaders couldn't count the votes to bring to the floor the Administration plan to allow election day voter registration.

- Congressional enactment of a bill to curb harassment tactics by debt collectors. And hope for establishment of a consumer protection agency was almost extinguished.
- Passage of a mine safety bill strengthening protections for all forms of mining and shifting enforcement from the Interior Dept. to the Labor Dept.
- Enactment of a strip mining reclamation law similar to bills twice vetoed by President Ford.
- Passage by the Senate of a bill to prohibit denial of disability pay or other employment-related benefits when an employee is unable to work because of pregnancy or childbirth. The House has not yet acted.
- Approval of a comprehensive housing and community development program, with extra funds to help the aging cities of the industrial Northeast and Midwest.
- Establishment of a new Cabinet Dept. of Energy.
- Passage by both the House and Senate of legislation barring employers from compelling workers to retire before the age of 70. The legislation, an amendment to the law prohibiting age discrimination in employment, must still be put into final form by a House-Senate conference committee.

When Congress returns, the Administration will formally unveil its tax proposals—a major legislative issue that will face the second session.

Administration sources have indicated that the President will largely abandon the goal of tax reform as unattainable during 1978 and instead propose as an economic stimulus tax cuts for individuals and corporations.

Senate hearings in this session previewed a major battle in the Senate over ratification of the Panama Canal treaty, with significant support from Republicans as well as Democrats needed in order to achieve the required two-thirds majority.

And the full employment coalition, in which the labor movement is an active partner, will be pushing to get the Humphrey-Hawkins bill high on the congressional agenda.

Injuries on Job Sustained By 1 Worker in 11

One out of every 11 workers in the American private economy experienced a job-related injury or illness in 1976, according to a Labor Dept. study.

The survey, based on reports submitted by employers, shows an increase over 1975 in job-linked injuries and illnesses of about 3 percent, which is proportionate to the rise in hours worked. Thus, the Labor Dept. reported, the incidence rate of 9.2 injuries or illnesses per 100 full-time workers was virtually unchanged from 1975.

According to the survey, work-related fatalities declined by about 13 percent over 1975, from 5,200 to 4,500, although more workers were employed in the latter year.

The number of injuries involving lost worktime increased 8 percent over the period, from 1.77 million to 1.92 million.

Translated into what the Labor Dept. calls a "measure of severity," the incidence rate of lost workdays per 100 fulltime workers rose from 54.6 in 1975 to 57.8 in 1976.

Among high-risk industries, the largest over-the-year change was reported for construction, where the injury incidence rate declined from 15.6 to 14.9 per 100 workers.

Labor Dept. to Drop Minor Safety Rules

The Labor Dept. proposed the elimination of some 1,100 job safety regulations that it claims do virtually nothing to protect a worker's health or safety.

Labor Sec. Ray Marshall told a news conference in Washington that revocation of the rules would reduce by more than 10 percent the regulations currently enforced by the department's Occupational Safety & Health Administration.

"Thousands of working people suffer serious accidents and illnesses each year," Marshall said. "Yet, to the best of our knowledge, none of these accidents or illnesses has been caused by the shape of a toilet seat or because a fire extinguisher was two inches too low."

Marshall and Eula Bingham, assistant secretary of labor for occupational safety and health, said the proposed rule-scrapping was part of an Administration effort to simplify government regulations. The proposal represents a follow-through on a promise by Marshall and Bingham last May that OSHA would adopt "common-sense priorities" and redirect the agency's focus on serious job hazards.

Bingham said the proposed revocation notice will be published in a special edition of the Federal Register in about two weeks, and that the department will accept comments on the proposals until Mar. 3, 1978.

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Correspondence about address corrections should be sent with attached mailing label to: Subscriptions, Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

Top of the Agenda

Benefit Guaranty Asked Under Bankruptcy Law

Failure to grant priority status protecting employee benefit funds when a business enterprise goes bankrupt is costing workers millions of dollars, a union attorney told Congress.

Urging revisions in the existing federal bankruptcy law, Max Zimny, general counsel for the Ladies' Garment Workers, told a Senate Judiciary subcommittee "there is no preferment in present law for that portion of the wage package devoted to health, welfare, persions, and other worker benefits."

Zimny, testifying in behalf of the AFL-CIO and the Auto Workers as well as his own union, said that "the lack of protection for working people in the bankruptcy law of this country may be held responsible for untold misery."

One of Zimny's main recommendations was to deny the trustee in a bankruptcy proceeding the power to disavow a labor contract in the way he can a commercial contract.

"The labor contract governs the day-by-day interplay between labor and management in the plant. It is as inextricably melded to the worker as his tools or his workbench," Zimny declared. "It is worlds apart from the commercial undertaking which a trustee is properly empowered to set aside."

While a bill now before the Senate unit would make a substantial improvement over present bankruptcy law, Zimny said, it is "seriously deficient" in some respects. Under the bill, priority status would be granted to contributions to employee benefit plans for the first time. But labor's major objection is to language in the bill that would limit the contributions granted priority to those "arising from services rendered within 90 days of the filing of the petition or of the date of the cessation of the debtor's business, whichever occurs first," Zimny said.

"It is our very real fear that the 90-day measuring period will mean a continuation of an alarmingly high rate of uncollectible delinquencies in employee benefit plan contributions," he said. As these delinquencies mount, workers and their families without adequate protection at law become unwitting casualties of good-faith efforts they and their unions might make to salvage a failing business.

He suggested that the bill's language be rephrased to cover those contributions arising from services rendered within one year before the date of a bankruptcy filing or business cessation.

Task Force Formed On Stevens Boycott

AFL-CIO President George Meany has named an advisory task force of six federation vice presidents to enlist the greatest possible involvement of the entire labor movement in support of the consumer boycott of J. P. Stevens products.

The panel members are Presidents Martin J. Ward, of the Plumbers & Pipe Fitters, J. C. Turner of the Operating Engineers, Thomas W. Gleason of the Longshoremen, Paul Hall of the Seafarers, Jerry Wurf of the State, County & Municipal Employees, and Murray H. Finley of the Clothing & Textile Workers.

They were appointed at an Executive Council meeting in Los Angeles after the AFL-CIO convention.

20,000 Titles Listed in New Job Dictionary

The Labor Dept.'s new Dictionary of Occupational Titles, issued for the first time in 12 years with 20,000 definitions, has expunged sex and age references in its job titles and descriptions.

More than 3,000 occupations contained some reference to age or sex in the 1965 edition. But now, for example, "draftsman" has been changed to "drafter" and "bat boy" to the more neutral "bat handler."

The dictionary, which is used widely by industry when uniform descriptions of occupations are necessary such as in government projects and government-subsidized training programs, also reflects the changing times. New additions to the 1,400-page volume include "credit card clerk" and "photocomposition keyboard operator."

The changes in the new edition are designed to aid in such purposes as classifying job applications and job orders, making referrals, assessing worker transferability into related jobs, or relocating workers displaced by technological change, the department said.

Prices Rise, Earnings Drop In November

(Continued from Page 1)

compared with an average monthly increase of two-tenths of 1 percent in the June-October period. Charges for services rose four-tenths of 1 percent, the same as in October.

Among the higher food prices registered over the month, fresh fruit prices jumped 6.3 percent after seasonal adjustment, an annual rate of 75 percent. While fruit prices normally go up at this time of year, the November increase was higher than usual.

Beef prices rose 2.7 percent, or at an annual rate of 32 percent, while egg prices turned up after three months of decline. Prices for pork, poultry, cereal and bakery products, and processed fruits and vegetables showed lesser increases.

New car prices, which are being phased gradually into the CPI, rose sharply at an annual rate of 18 percent. At that rate, a car that cost $5,000 a year earlier sold for $5,900 last month.

Among other nonfood commodities, prices of alcoholic beverages rose seven-tenths of 1 percent over the month and apparel prices increased five-tenths of 1 percent. Gasoline and motor oil, transportation and household services also cost more in November.

Pay Hikes Due 6.3 Million on Existing Pacts

(Continued from Page 1)

deferred wage increases and cost-of-living hikes in 1978. The Labor Dept. said that 4.5 million workers are scheduled to have reviews of the cost-of living-adjustment clauses in their agreements next year. Of the 6.3 million workers scheduled to receive deferred increases in 1978, 4.2 million are covered by COL agreements.

Deferred wage boosts next year will average 5.1 percent, or 38.6 cents an hour, the Labor Dept. said. This compares with averages of 5.9 percent, or 42.4 cents, expected for 1977. The 1978 increases will affect some 3.2 million workers in the manufacturing sector, averaging 4.6 percent, or 29.9 cents an hour, and 3.1 million workers in nonmanufacturing industries where the average will be 5.6 percent, or 47.5 cents an hour.

In key contracts, those covering 5,000 workers or more, deferred wage and benefit package increases combined will cover nearly 4.3 million workers and average 5.3 percent, the Labor Dept. said.

The largest concentration of workers receiving deferred wage increases in 1978 will be in the metalworking industries. Many of these workers are employed by the major auto makers. Other major groups include telephone workers.

The average deferred wage increase in 1978 will be 4.3 percent for workers under contracts with cost-of-living adjustment clauses and 6.8 percent for those without such clauses, but "this difference will be narrowed, and possibly offset, by cost-of-living adjustments resulting from increases in the consumer price index," the Labor Dept. said.

The next issue of the AFL CIO News will be published on Jan. 7, 1978, because of holiday schedules.

The staff of the AFL-CIO News wishes all readers a Happy New Year.